

THE BULLETIN

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EMPLOYEES PRESENT COMPROMISE

BY DAVID TODD

WITH JUST DAYS REMAINING before the government's Aug. 1 social contract deadline, members of the U of T Employee Associations & Unions (UTEAU) have proposed an agreement on wage restraint.

Representatives of the coalition handed their document to the administration on July 23. Professor Michael Finlayson, vice-president (human resources), has promised to respond early this week.

The employee groups have agreed to accept a freeze on all cost-of-living, inflation and across-the-board salary increases for the next three

years and forgo some improvements in benefits, while allowing the administration to impose up to six days of unpaid leave over that period. The proposal also provides for merit increases to employees. Eight of the 13 UTEAU member groups have so far signed the agreement.

At a press conference held in Croft Chapter House July 23, UTEAU leaders hailed the agreement as an "historic" event — the first occasion on which employee groups from across the University have united to hammer out a solution to a common problem. "We are trying to protect academic services, to preserve jobs and livelihoods and to ensure that

there are no more layoffs," said Professor Bill Graham, president of the U of T Faculty Association (UTFA). "We also want to preserve morale ... and recognize meritorious performance of duties in difficult times."

The University and its employees are in the process of trying to reach agreement on measures to cut costs — mainly in the area of compensation — in order to meet a savings target of \$22 million imposed by the provincial government as part of its

social contract initiative. Graham and his colleagues said that with the proposed wage restraints, the administration would save enough money on contributions to the

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The Corridors of Power



Prime Minister Kim Campbell walks through Hart House July 23 with President Robert Prichard enroute to a meeting with her Metro Toronto caucus. Campbell was welcomed by Prichard and Chancellor Rose Wolfe. The prime minister was in the Toronto area July 22-24 during a pre-election campaign swing.

ANDRE SOROUJON

Arbitrators Deny Salary Increase

FACULTY MEMBERS AND LIBRARIANS were unrealistic in their salary and benefits demands for 1993-94, but so was the University in proposing a restriction on the progress-through-the-ranks (PTR) scheme of merit increases, concludes an arbitration panel.

In its June 18 decision, the three-member panel denied the U of T Faculty Association (UTFA) any across-the-board increase in salaries while calling for full PTR, which would amount to a raise of approximately 2.25 percent. Ontario's social contract legislation, however, suspends any pay increases in the broader public sector awarded by arbitrators after June 14.

Professor Arthur Rubinoff, who finished his term as the faculty association's vice-president (salary, benefits and pensions) June 30, said that reactions to the award were somewhat muted, given the much more ominous implications of the social contract process. "Nobody's getting particularly agitated about this award, on either side," Rubinoff said, "because there's so much that the province has done that the parties are even more unhappy about."

The two sides went to arbitration

in early March after twice failing to reach a settlement through mediation. In his written opinion the chair of the arbitration panel, Donald Munroe, noted that the provincial economic climate is worse than it has been at any time since the 1930s. Under the circumstances, he wrote, UTFA's stance on salaries and benefits had a certain "air of unreality."

The faculty association had asked for salary hikes to match the 1992-93 increase in the Consumer Price Index in Toronto along with additional raises to cover some of the "catch-up" award recommended by arbitrator Kevin Burkett in 1982 and another six percent on top of that for tutors and senior tutors. Negotiators for UTFA also proposed a lengthy list of improvements in benefits and pensions. Their general position, remarked Munroe, appeared to be that "faculty members and librarians ... should be allowed to overleap one of the worst recessions in Ontario's history."

Professor Michael Finlayson, vice-president (human resources), said the award vindicates the position of the administration which had called on faculty and librarians to forgo any across-the-board pay raise in 1993-94. It is rare if not unprecedented, he added, for an arbitrator to award a zero increase.

"It shows that the system can work even in difficult times," Finlayson said. He was particularly heartened that Munroe chose to treat the University's serious financial difficulties as a decisive factor in the case — despite UTFA's argument that an employer's "ability to pay" is not a relevant issue in public sector salary arbitration.

The administration had proposed setting aside \$2.1 million — approximately half the current allocation — for a partial payment of PTR. Munroe, however, rejected the

~ See ARBITRATORS: Page 2 ~

Chemical Creator Leaves Legacy

WHEN UNIVERSITY PROFESSOR Emeritus Peter Yates of the Department of Chemistry died last November at the age of 68, he left behind a lifetime's worth of scholarly contributions to the field of organic chemistry. But he also left his co-workers with a bit of a dilemma.

In his more than 30 years at the University, Yates had collected and painstakingly catalogued every chemical compound made by the undergraduates, graduate students and post-doctoral fellows who had worked with him. The result is a sizeable store of chemicals — more than 60 boxes in all, each containing as many as 30 separate vials. "When we looked at what we were going to do with his lab," said Professor

Ronald Kluger of chemistry, "we suddenly realized, 'Gee, we've got the world's biggest disposal problem here.'"

That problem, however, has since turned into a boon for the chemistry department. FMC Corporation, a firm in Princeton, New Jersey, that specializes in agricultural chemicals and machinery, has agreed to buy the entire collection, lock, stock and vial, for a price of \$25,000 US. The money will go to support an annual lecture series in Yates' name. It is the first time, Kluger said, that the fruits of a chemist's lifelong research have been used in this way for the benefit of the University.

Professor Mark Lautens of chemistry, who helped lay the ground-

work for the deal, said there will be a number of advantages: U of T will be spared disposal costs, the speaker series will further graduate education in chemistry and Yates' scientific legacy will be enhanced. "He gave a great deal to chemistry at large," Lautens explained, "simply in terms of the students he trained over the years who have gone on to do wonderful things in the field. And now there's the potential benefit of these compounds."

The preparation of new compounds was central to Yates' research in the area of synthetic organic chemistry and he was particularly fastidious about preserving and organizing

~ See CHEMICAL: Page 2 ~

On Closer Inspection

WHO CAME OUT ON TOP IN the arbitration award on the 1993-94 salaries and benefits package for the U of T Faculty Association? To pore over the text see S1-S4 containing one of two supplements published in this issue of *The Bulletin*. Readers can also find out how the University fared in the financial arena over the past year by examining the financial statements, T1-T12.

IN BRIEF



Computer theft, graffiti spraying

U OF T AND METRO TORONTO POLICE ARE INVESTIGATING THE theft of about \$14,000 in new computer equipment from 4 Bancroft Ave. as well as several incidences of graffiti spraying on the St. George campus. Constable Iain Muncie of the U of T Police said the theft occurred between June 22 and July 7. There were no signs of forced entry in the room where the equipment was stored. The graffiti, denouncing racism and Nazism, was sprayed the week of July 19 at the McLennan Physical Laboratories and the D.L. Pratt Building. It caused approximately \$3,500 damage.

Two win librarian awards of merit

THE LIBRARIANS ASSOCIATION OF THE UNIVERSITY OF TORONTO HAS named two winners of this year's LAUT Award of Merit: Sandra Alston of the Thomas Fisher Rare Book Library and the collection development department of Robarts Library, and Marshall Clinton, head of information technology services at Robarts. Alston is president of the Bibliographic Society of Canada and a recipient of the Marie Tremaine medal in bibliography. Clinton, whose career includes a period as chief librarian at Lakehead University, has written more than 60 conference papers and journal articles. The two have each received a plaque and a \$100 prize.

Students learn by example

THE DEPARTMENT OF CIVIL ENGINEERING UNVEILED ITS NEW STEEL construction teaching aid June 16 at a dedication ceremony in the central courtyard of the Galbraith Building. The four-metre-high structure, fabricated by Benson Steel Limited of Bolton, Ontario, provides full-scale examples of various bolted and welded connections and is designed to help students understand the modern methods by which structural steel components are joined together in the construction of buildings, bridges and other edifices. This model, valued at about \$9,000, was donated by the Benson family, through the Canadian Institute of Steel Construction.

Portugal donates books

IN COMMEMORATION OF PORTUGUESE DISCOVERIES FROM THE 16TH century onward, the National Commission of Portugal has given the U of T Library a 300-book collection detailing accomplishments of the former Portuguese empire. Vasco Graca Moura, Portugal's national commissioner, presented the books June 2 at the library. The extensive collection, which includes copies of rare books and atlases, was flown in from Portugal. Michael Rosenstock, head of the library's collection development department, said the collection was given to U of T because the library already has a strong Portuguese collection and Toronto has one of the largest Portuguese communities in North America.

Bourne named geographers' president

PROFESSOR LARRY BOURNE OF THE DEPARTMENT OF GEOGRAPHY has assumed the position of president of the Canadian Association of Geographers. Bourne is also the recipient of a national planning award from the American Planning Association for a paper he wrote on decentralization, inner city decline and the quality of urban life.

Rackoff wins computer science prize

A PAPER CO-WRITTEN BY A U OF T FACULTY MEMBER IS ONE OF TWO works to share the first-ever Goedel prize in theoretical computer science. Professor Charles Rackoff of computer science at Erindale College published the work — The Knowledge Complexity of Interactive Proof Systems — in collaboration with two colleagues from the Massachusetts Institute of Technology in 1989. The concept of interactive proof systems, which this paper helped to introduce, has significant applications in the area of computer security protocols. The Goedel prize is sponsored by the European Association of Theoretical Computer Science and the ACM Special Interest Group on Automata & Computability Theory.

Employees Present Compromise

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pension plan over the next three years to cover its reduction target.

Finlayson reacted cautiously to the document. While praising the proposal as "a very encouraging first step towards meaningful negotiations," he argued that its provisions would effectively increase salaries by six to seven percent over the next three years. "That's at a time when we're meant to be having compensation restraint," he said in an interview. "I don't think the groups have quite come to terms with the 1990s."

The major sticking point appears to be the clause dealing with merit pay. Under the terms of the agreement, the existing merit schemes for the staff and faculty associations would be maintained. In addition the administration would set aside a pool of funds to provide merit increases for workers in the trade unions. This is not a normal feature of collective agreements in the trades: rather, the provision was included to meet the requirements of the provincial government's social contract legislation which calls for "fair and equitable treatment" of all employees.

The social contract process, which the government launched in April to slash \$2 billion from public sector payroll costs, is nearing its climax. Under the recently passed social contract law, workers and employers in the public sector have until Aug. 1 to

agree on voluntary measures to accomplish this goal. If talks prove unsuccessful, the "failsafe" provisions of the act will give employers the power to impose a three-year salary freeze and up to 12 days of unpaid leave a year on their workers earning more than \$30,000.

The U of T Employee Associations & Unions will hold four meetings this week to discuss its local social contract agreement:

- **TUESDAY, JULY 27:**
Galbraith Building, room 202, 12:15 to 1:15 p.m.
Medical Sciences Building, auditorium, 2:15 to 3:15 p.m.
- **WEDNESDAY, JULY 28:**
Scarborough College, room H216, 12:15 to 1:15 p.m.
- **THURSDAY, JULY 29:**
Erindale College, council chambers, 12:15 to 1:15 p.m.

In a letter to employees July 12, Prichard said the administration is not enamoured of the failsafe option and intends to work with the employee groups to find a better approach. "We seek agreements that will minimize the number of jobs lost and will ensure that employees continue to be recognized and rewarded for their contributions to the work of the University," he wrote.

Sectors that arrive at agreements

before the deadline will have their cost-cutting targets reduced by 20 percent. U of T's target, Prichard wrote, would drop to \$18 million or an average of \$2,600 per full-time employee in each of the next three years.

Social contract talks have been taking place in eight major sectors and a number of other subsectors. At the universities table, employers signed a framework agreement with the government July 8, clearing the way to begin local negotiations. It sets out a long list of measures by which universities may reach their savings targets. In addition to wage freezes and unpaid leaves, these include changes in employer obligations for benefits payments, the closure of institutions during "non-peak periods" and self-funded leaves.

Employee groups have refused to sign the sectoral framework. In an interview John Malcolm, president of the U of T Staff Association, described feeling "sick at heart" upon learning of the agreement which he said offers no assurances of job security for university employees.

Prichard said the document addresses the overriding concern that universities have shared since the social contract process began: the preservation of their autonomy. The agreement explicitly recognizes the autonomous nature of the institutions and allows each to negotiate its own social contract with employees.

Arbitrators Deny Salary Increase

~ Continued from Page 1 ~

notion of tampering with the PTR scheme. Both sides, he pointed out, regard it as fundamental to their bargaining relationship and neither "would truly wish to jeopardize the scheme — nor the bargaining stability which it affords — except as the last resort in the most extreme financial distress."

Both of Munroe's colleagues on the arbitration panel dissented from

the award. Jeffrey Sack disagreed with the decision on the across-the-board salary increase. With economic productivity and cost of living expected to increase substantially in Ontario this year, a pay raise is appropriate, he wrote. And the administration cannot plead inability to pay as long as it has the endowed adjustment fund, which contains approximately \$122 million, built up using the savings from pension fund

contribution holidays.

The third panel member, Donald Brown, took exception to the award of full PTR. "Any salary increase," he argued, "is completely at odds with the financial situation in which the University finds itself. The University's professoriate are among the elite of public employees and they are better compensated than any of their peers in all of Canada."

Chemical Creator Leaves Legacy

~ Continued from Page 1 ~

the products of that work. Simply destroying all the material after his death, Kluger said, would have been akin to burning an English or history professor's personal library.

Kluger and Lautens contacted Andrew Bayer, coordinator of the compound acquisition program for FMC's agricultural chemical group. Like many chemical companies, FMC routinely makes arrangements to obtain and test compounds synthesized by university researchers. Bayer examined the collection and

made an offer that left the two professors of chemistry pleasantly surprised.

The odds against finding a chemical in the Yates collection that could be marketed as a new herbicide or insecticide, without any refinements, are extremely steep. Chemists at FMC will screen the compounds one by one, looking for those with desirable properties and will make derivatives of any that show potential, with the hope of eventually arriving at a marketable product. Bayer said that


there is a reasonable likelihood of finding a few promising leads among the many chemicals in the collection.

U of T and the estate of Peter Yates will share a royalty based on sales if any of the compounds should ultimately lead to a new product. Professor Michael Dignam, former chair of the chemistry department and a key player in the final negotiations, said that in such an event, the University would stand to make a substantial amount of money.

UNIVERSITY OF TORONTO

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Admissions Policy Proactive: Fullan

BY SUZANNE SOTO

WHEN IT COMES TO IDENTIFYING, attracting and admitting visible minority students, U of T's Faculty of Education is a leader in the field, says Dean Michael Fullan.

As a result of its success in this area the faculty expects few, if any, changes in its practices to comply with the provincial government's plans to increase the number of non-white teachers in Ontario, he said. Earlier this month, David Cooke, minister of education and training, unveiled several measures aimed at fighting racial discrimination in the classroom. Among other initiatives, the province's 10 faculties of education will have to survey their students to assess ethnic composition, broaden admission requirements to attract more people from under-represented groups and develop action plans to recruit these students.

Over the past four years U of T has probably tripled its number of non-white education students, Fullan noted. He estimated that between 10 and 12 percent of the faculty's 1,100 current students come from under-represented groups, a figure matched only by York University. While the faculty has not formally kept track of its visible minority students, "we have no problem with the notion of doing a more official survey," he said.



Michael Fullan

The faculty already has an admissions policy stressing the importance of recruiting visible minorities. Fullan said that education administrators examine several factors in admitting

students to the bachelor of education program. In addition to good grades, recruiters consider ethnic background — if applicants have chosen to indicate it in the personal profile section — as well as any previous teaching experience.

The faculty runs two programs aimed at identifying and attracting visible minority students — the teachers apprenticeship program and the eight-month-old Future Teachers' Club. Operated in conjunction with Toronto school boards, the apprenticeship program was established to prepare people for entrance into the faculty. It gives about 120 prospective students — most of them non-white — the chance to obtain teacher training by matching them with working teachers.

Janet Castonguay, an information officer in the faculty's registrar's office, said those who are selected for the apprenticeship program meet all admission requirements and those who successfully complete the teaching term and show affinity for the profession are granted admission.

The teachers' club consists of black faculty graduates who give presentations at high schools and in the black community on teaching and encourage black students to apply to U of T. It has been very well received and will likely result in more non-white students seeking admission to the faculty, Fullan said.

Kelvin Andrews, the University's race relations officer, said he is heartened by the province's and the University's efforts to increase the number of visible minority teachers. He pointed out that in its 1992 report, the Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives referred to the need for more such teachers in Toronto where an estimated 46 percent of high school students are non-white.

"The committee felt that the change of demographics in the city in the last two decades almost demanded that we look at who was teaching our young people because we thought this was linked to retention rates," Andrews said. Many people, he explained, believe that providing positive role models from their own communities will help keep visible minority students in school.

Trials Successful So Far

U OF T'S TERMITE CONTROL program is producing impressive results.

Professor Tim Myles of the Faculty of Forestry launched a field trial at an apartment complex in Etobicoke in mid-May; one week later it appeared that the seven-million strong termite colony had been "substantially suppressed." By the fourth week the population had dwindled to zero.

Over the past three months he has been busy conducting about 20 field trials. So far about a dozen have had positive results. "We think we've eradicated the colonies of those sites," Myles said. However he will continue to monitor the sites for at least a

year to see if the termites return. His next step will be to target an entire city block.

Myles has applied for a patent. His method is to trap a number of termites, treat them with a slow-acting insecticide and release them. Termites are constantly licking and feeding each other with the result that one treated termite can pass on the toxic material, sulfluramid, to 2,000 others.

The City of Toronto should be able to rid itself of an estimated 980 termite colonies with about 10 kilograms of the insecticide, Myles said. The method currently used requires about five kilograms of chlorpyrifos or aldrin per property.

A Little Rock Music



PETER LEGGERS

THERE'S A NEW PIECE OF ART at the Faculty of Music. Canadian sculptor John McEwen was asked a couple of years ago to produce a sculpture for the new wing in the Edward Johnson Building and last winter the work was installed. Late in June it was finally given its official title, *Ear to Stone*.

The piece has not a hint of a G-clef or any other traditional symbols of music. It's simply a rock with the words "Island" and "Bob Marley Project" engraved in it and sits on a

metal base that says "Ear to Stone." As the artist explained in a letter to University art curator Elizabeth Legge last January, "I've made a work about the phenomenal magic of music by building its antithesis, the monument. Language, graphic design, raw material, laser cutting and fabrication, it was built like a poem."

The reference to Marley alludes to McEwen's personal experience with music. The work of the late Jamaican reggae musician played an important role in McEwen's early

development as a sculptor some 20 years ago.

U of T rarely commissions works of art other than portraits of outgoing U of T leaders. Through two donations, one from Philip Jackson, a private donor, matched by a grant from the Royal Canadian Academy, the University was able to retain one of the country's most outstanding sculptors. It was "a stroke of luck" that the money became available at a time when McEwen was prepared to accept the assignment, Legge said.

Will U of T Catch Pass?

U OF T IS CONSIDERING A PROPOSAL that could turn Varsity Stadium into the next site for a National Basketball Association franchise.

Bryan Davies, vice-president (business affairs), said that in the past six months he has been contacted by two Toronto area business groups wanting to buy the Bloor St. property for a basketball arena. Only one of the groups, the Palestra Group, headed by Toronto businessman Larry Tanenbaum, is still involved in preliminary discussions with U of T about such a venture. Davies declined to name the other party.

He said Palestra is interested because of the site's "tremendous location with respect to public transit." The stadium is easily accessible by subway. The University, however, wants to ensure that any arrangement to develop the large stadium site will meet its own athletics needs as well.

Under U of T's master plan, the University wants to keep the 82-year-old stadium "fully functional" as an athletic facility but allow the first 30 metres of the property that fronts onto Bloor St. to be commercially developed. Davies said the development is intended to generate revenue for the University by turning "what has been in recent years a drain on our resources to a net contributor to our resources."

Until last academic year the University and the Department of Athletics & Recreation (DAR) shared the costs of operating the aging stadium. Last spring, however, the University announced it was cutting DAR's \$1.2 million subsidy, part of which covered the stadium's expenses. Following an agreement with the department, U of T will keep the stadium open for the 1993-94 year but continue to investigate development options.

David Neelands, assistant vice-

president (student affairs), said part of the problem in finding a buyer for the stadium lands is the anticipated cost of developing the site. "What we need is the infusion of a lot of money." In any case, he added, the University will probably not make any final decisions until its campus master plan, which has received Governing Council approval, is given the go-ahead by the City of Toronto. The city is currently revising its own official plan which will include a new bylaw to govern development in the University area.

Davies said the University has established an internal group to consider the stadium's future. The group has met with DAR officials but there is "nothing specific at this stage."

Meanwhile a decision on which of the several Canadian and American groups seeking the Toronto basketball franchise will be successful is not expected until the end of September.



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Technology Offers Meeting of Minds, Not Bodies

Videoconferencing brings academic community closer together

BY DAVID TODD

THERE WAS A TIME WHEN phone companies could tout long-distance service as "the next best thing to being there." Today a different medium is in a position to make that claim and U of T is now busily striking up an acquaintance with this new kid on the communications block.

Videoconferencing technology makes it possible to hold meetings or teach classes via the television screen involving people in geographically separate locations. In a university setting the medium opens up the possibility of organizing seminars

and distance education programs by video. David Sadleir, vice-president (computing and communications), said that many universities are embracing this technology — particularly those in the US. "Our challenge will be trying to fit it into the U of T environment in a way that's useful," he said.

The University's long-range goal, said Krishna Patnaik, a communications specialist with U of T Computing & Communications (UTCC), is to establish permanent facilities on all three campuses and to provide for videoconferencing links with other universities in Canada and the US. The technology could

even help create opportunities for shared courses among institutions: the Faculty of Applied Science & Engineering, for example, plans to collaborate with the University of Waterloo and McMaster University on the delivery of graduate courses — a project that would be facilitated by videoconferencing.

In the past year UTCC has acquired two portable videoconferencing units consisting of a camera, video monitor, audio system and signal coding/decoding device. Erindale College tested one on a pilot basis earlier this year and Scarborough College plans to run a similar trial in the fall. Professor David Trott of

humanities at Erindale, who used the technology in one of his graduate drama seminars involving students on the St. George campus, found that it works reasonably well for small group discussions. The only significant limitation at this point, he said, is the uneasiness that people experience in their early encounters with any new medium. "We have a long way to go from the enticement of bright new technology to actually breaking it into classroom situations."

Aside from the possible academic uses, the technology may also benefit administrators who now shuttle between campuses for meetings. It is conceivable that they could begin conducting some of their business by video, which would prove faster and considerably more efficient.

Some of the most intriguing work in this whole area has been done at the McLuhan Program in Culture & Technology, which acquired its own videoconferencing facilities last year. The program has so far conducted a number of seminars and lectures involving scholars in France and Holland. It has also collaborated with the University of New Brunswick to organize a pioneering

12-week graduate course on new communications technologies, delivered by videoconferencing. Researchers and artists connected with the program have been investigating applications of the medium in areas as diverse as art-engineering and clinical rehabilitation.

Gordon Lee, funding and marketing director for the McLuhan program and coordinator of its videoconferencing initiatives, said that scholars interested in the technology as a teaching tool must transcend the standard "talking heads" mode of lecture delivery and take advantage of the opportunities for interaction that the medium presents.

Although the earliest videoconferencing systems appeared in the 1960s it is only in the last few years that costs have dropped to the point that the University could realistically consider adopting the technology. At U of T people are only beginning to become aware of its highly sophisticated uses. It is possible, for example, to enhance videoconferencing presentations by linking the equipment to a variety of gadgets such as graphics workstations, VCRs, and even virtual reality devices.

A New Take on PC



These students are taking a tough stand on political correctness at U of T — and their futures depend on it. They are, you see, actors on location outside University College filming PCU, a 20th Century Fox motion picture. The comedy, shot at locations around Toronto, pokes fun at the current PC movement on college campuses across the US. Filming began July 12 and should wrap up in early September. PCU will air next year.

Athletes Bring Home Hardware

U OF T ATHLETES ATTENDING the World University Games in Buffalo achieved a best-ever performance, winning 12 medals, seven of them gold.

Held July 8 to 18, the biennial games featured about 6,000 athletes from more than 100 countries. The meet consisted of 12 events including track and field, gymnastics and water polo. Fifteen U of T athletes participated.

Coached by Byron MacDonald, U of T's seven swimming comp-

etitors garnered the most medals. Marianne Limpert, a third-year student in the School of Physical & Health Education (PHE), won two gold — in the 200-metre individual medley and the 4x200 freestyle relay — and one silver medal in the 4x100 freestyle relay. She set a Canadian record in the 100-metre freestyle competition.

Swimmer Turlough O'Hare, who is in PHE, earned two gold and one bronze in various freestyle competitions. Andrea Papamandjaris, a

graduate of Trinity College, won one gold in the 4x200 freestyle relay.

In track and field, sprinter Dionne Wright, second-year PHE, and javelin thrower Valerie Tulloch, a US university student with ties to U of T's Track & Field Club, captured bronze medals.

Rowers Emma Robinson, fourth-year Trinity College, won gold in the eights and silver in the fours without cox and Clare Wilkinson, second-year PHE, also brought home gold in the eights.

Pesticide Use Probed

BY SUZANNE SOTO

YEARS OF PESTICIDE USE HAVE left U of T's lawns addicted to chemicals and the Facilities & Services Department wants them to kick the habit.

Phil Garment, director of buildings and grounds, says his department has drafted a plan to make the grounds on the St. George campus pesticide-free within five years. It recommends U of T establish an integrated pest management program similar to ones at other universities. The plan, part of U of T's proposed environmental policy, will be presented as a package at University Affairs Board in the fall.

Last summer members of the Ontario Public Interest Research Group (OPIRG) staged a protest outside President Robert Prichard's office because of spraying on King's College Circle. As a result of that and other complaints U of T halted all spraying and established a task force headed by Garment to develop a spraying strategy.

Under its plan facilities and services hopes to drastically reduce and possibly eliminate the use of weed killers. "The idea is to take the existing grounds, which have been saturated with chemicals, off their dependence on chemicals because

really, the campus is addicted to this stuff," Garment said.

The plan proposes to reduce to two, from about six, the number of chemicals to control noxious weeds such as poison ivy, milkweed and Scotch thistle. The pesticides — Killex and Round Up — would be employed as a "last resort" and only after careful consideration and approval by a special committee. The group will probably consist of representatives from the Department of Botany, the Faculty of Forestry, Environmental Health & Safety, the Students' Administrative Council and OPIRG, among others.

Other measures in the plan include replacing grass and other green areas with pest-resistant plants, monitoring lawns and trees for signs of pest infestations and developing chemical-free ways of killing weeds such as promoting thick grass growth.

Faisal Moola, a fourth-year zoology student and volunteer member of OPIRG's environmental working group that helped draft the plan, said members are extremely pleased with Garment's proactive stance to phase out pesticides. The plan, however, does not apply to the federated colleges which have their own lawn management programs. The colleges must comply if the plan is to succeed, Moola said.

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University of Toronto**

Rosedale Apartment for rent.
Ideal for Faculty member. Minutes from Rosedale & Sherbourne Stations. Available Sept. 1st, 1993. \$950 per month furnished. Includes heating, underground parking, air conditioner, free laundry, view onto park. 323-3120 (leave message).



THE HISTORY OF SALARY REDUCTIONS

In these days when some find it difficult to accept the reality of the need for fiscal restraint would it not behoove us all to recall some University of Toronto history of only two generations ago? This would seem particularly pertinent for the faculty association which appears to be far more hard-nosed than other sectors of the University in its salary negotiations and which, nevertheless, expects savings to be made at the expense of other staff.

In the early 1930s the U of T medical faculty, and I believe all University faculty, underwent two successive 10 percent cuts in salary, the last of which, as I recall, was only restored in the mid-1940s. I suspect that faculty members of that time elected to take reduced pay rather than retain their old levels of remuneration because the latter could only have been achieved by rendering redundant some 20 percent of their teaching colleagues — which obviously would have been to the detriment of the students as well.

It is germane to note that this year the University of California faculty has accepted a five percent "rollback."

ALAN BRUCE-ROBERTSON
DEPARTMENT OF MEDICINE

PLENTY OF REASONS FOR EMPLOYMENT EQUITY

From the article Employment Inequity (Forum, June 7) it is abundantly clear that the author, Ruth Gruhn, does not understand or accept the philosophical, economic or political principles upon which employment equity is based.

Throughout the article she makes a number of sweeping and patronizing statements without any hard data to substantiate her point of view. Subjective responses are presented as though they are the findings of objective analysis. Issues raised by her such as "merit only, charity cases" and "fair competition" need to be examined in order to identify the underlying assumptions. Simply naming them as though they identify views, similarly understood and experienced by all people in society is dishonest. Instead Gruhn might ask who decides what is merit and what is fair competition? She could also examine which conditions are recognized and which are disregarded when recruitment, appointment or advancement of an individual are being considered.

For whom does Gruhn speak when she says that "feelings of inferiority and incompetence [are]

all too commonly held by members of the designated groups"? Where is her source? She also suggests that perpetual hiring of women will increase the status of men. Why then didn't the perpetual hiring of men all these years not increase the status of women so that more of them could have gained greater entry and promotion in a wider range of occupations? The explicit and implicit preferential hiring and promotion practices that have existed "forever," resulting in employment inequity, was most assuredly based upon, among other things, attributes of race, sex and physical condition. These characteristics have always influenced and facilitated advantage



and opportunity — or disadvantage and denial of opportunity.

Institutional discrimination is an established way of operation in many organizations. Surely the groups that already have access to and opportunity for employment have an interest in maintaining the status quo which allows them these privileges and advantages. However, too often those groups lack diversity and are seldom inclusive in their hiring practices. They simply perpetuate themselves, hiring more of the same, those who are like themselves and who can never fill the culture-race-gender vacuum that exists in monocultural institutions.

Those who wish to perpetuate current employment inequity practices must somehow subscribe to one or both of the following assumptions: that only certain segments of the population have the innate ability, competence and desire to be able to carry out specific jobs, or that certain positions in society are reserved for, or belong solely to, individuals of a

particular race or gender.

Ultimately neither assumption results in practices that are inclusive. As a result, benefits which could arise from our diversity as a nation would never be realized, and we would all be the poorer for it.

Differences of race, gender or physical condition must be used in such a way as to create an inclusive, enriched working environment, one that assures our worldview and experiences are shaped by those attributes. Employment equity seeks to identify where barriers exist and works to dismantle them so that all members of society can maximize the contributions they make. The workplace must reflect the reality of Canadian society which is both multicultural and multiracial, male and female, physically able and disabled. Let's be supportive of measures that seek to maximize the human resource potential of our nation.

KAMALA-JEAN GOPIE
GOVERNING COUNCIL MEMBER

THE STARK REALITY OF THE BOTTOM LINE

I was disappointed by Professor Ross Ethier's letter in *The Bulletin* advising the Ontario Confederation of University Faculty Associations (OCUFA) to be more realistic (OCUFA needs dose of reality, June 28). I do not believe I can convince Professor Ethier that resisting an oppressive and arbitrary attack by the province on employees in the public sector is a victory but I feel compelled to respond to some of his pronouncements.

First, the view that borrowing and debts are "a shameful legacy to hand to the next generation" is simplistic at best and misleading at worst. For example, when borrowing is used to educate our children it is not unreasonable to expect those who will benefit directly (i.e., the students) and indirectly (society at large) to pay for these benefits, at least in part. Indeed, while I am uncomfortable at the size of the public debt in Canada, it could be argued that it would be unfair to saddle the current generation with the financial burden of educating the next generation of workers. Furthermore, except for the part of the debt owed to foreigners, the public debt is money we owe to ourselves. Every dollar collected in taxes from Canadians to pay the interest on the public debt is a dollar paid to Canadians who own provincial or federal government bonds.

Second, it strikes me as bizarre that we are informed that "tax rates are high enough to seriously con-

strain the ability of further taxation to raise public revenue. This leaves us with one option to balance the books: cut public spending." I have considerable difficulty distinguishing between the dollars I might have to pay in higher taxes and the dollars by which my salary might be cut to reduce public spending. And the young foreign academic who might find our taxes too high would presumably not be attracted by our low salaries! With the social "contract" (I cannot help grimacing at hearing this word) the provincial government is merely making one segment of our society shoulder the financial burden of reducing the deficit instead of spreading the pain more equitably among all those who can afford it through the income tax system. And please spare me the argument that the private sector has been devastated by the recession: those who are unemployed will hardly be paying more taxes.

Professor Ethier also suggests that "the challenge for faculty members is to manage the cuts while minimizing the impact on the delivery of teaching and research." This is precisely what Professor Bill Graham and other OCUFA representatives have attempted to do, only to be rebuffed by provincial officials. The minister of finance has given himself unprecedented, draconian (one colleague describes them as Orwellian) powers to approve, reject or amend the terms of any agreement we might voluntarily reach, or indeed to declare any "agreement" as being in force even if we never expressed an opinion on it. Professor Ethier should have a look at the proposed legislation: it makes for some interesting reading.

Finally, before Professor Ethier crucifies OCUFA for abandoning "the venue that could have at least given faculty in the province some input into this process," he should read the final non-negotiable proposals the province brought to the table before the talks broke off. He may then realize how naive he has been in believing that the government has sought our input or would seriously weigh it if we offered it.

FRANÇOIS CASAS
DEPARTMENT OF ECONOMICS

REMAIN VIGILANT

Some faculty and students who still worry about an old-fashioned concern like academic freedom in a university in these politically correct days have been a bit perturbed by a couple of recent events. One occurred in March when Academic

Board rejected a motion to have a part-time academic freedom adviser who would have been available to discuss, on a confidential basis, problems encountered by individual students and faculty. This proposal was modest when compared with the resources devoted to a cadre of equity officers (most of whom are full-time) that the University has appointed during the last decade.

Another unsettling development was opposition to the president's sensible suggestion to amalgamate the functions of seven offices into a single human rights office. It was opposed by a "squad of seven" on the grounds that such an amalgamation would entail a loss of independence for the officers. This opposition was successful — the president has just appointed an equity issues advisory group (EIAG) comprised of the seven.

The convener of the group assures us it will "safeguard, not endanger, academic freedom." In her words "the protection of academic freedom is central to the mission of the University" and "nobody in this group" plans to "situate themselves in such a way that they are working adverse to that central mission."

Reassuring words, perhaps, but I still wonder about a few matters. The mandate of the group is somewhat puzzling as are the lines of responsibility because its convener claims that she "will have no authority over the six other officers." And what is the status of the "advice" that the group gives to the president and what will be the scope of its discussions?

So will EIAG, as its convener asserts, "safeguard, not endanger, academic freedom"? Only time will tell but I suggest a degree of vigilance be maintained concerning the activities of this group in case it may yet be another link in the Iron Curtain of political correctness that is receiving quite a lot of the financial resources of the University.

JOHN FUREDY
PRESIDENT
SOCIETY FOR ACADEMIC FREEDOM
& SCHOLARSHIP

LETTERS DEADLINES

AUGUST 13 FOR AUGUST 23
AUGUST 27 FOR SEPTEMBER 7
Letters should be submitted on a computer disk in WordPerfect or plain text format, or on paper, typed and double spaced. Please include a telephone number and, if possible, a fax number.

IN THE MATTER OF A DISPUTE BETWEEN
THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO
AND THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION.

(Salaries and Benefits — 1993-94)

Dispute Resolution Panel:	Donald R. Munroe, Q.C. Chairman
	Donald J.M. Brown, Q.C. Nominee
	Jeffrey Sack, Q.C. Nominee
For the Governing Council:	John C. Murray
For the Association:	Suzie Scott
Dates and place of hearing:	March 3-6, 1993 Toronto, Ontario

The parties agreed that we were properly constituted as a Dispute Resolution Panel under a Memorandum of Agreement dated June 19, 1980, as amended in December, 1984. The dispute between the parties is over the salaries and benefits for faculty members and librarians for the academic year July 1, 1993 to June 30, 1994. By Articles 6(13)-(28) of the Memorandum of Agreement, a procedure is specified for the appointment of a Dispute Resolution Panel where the parties find themselves in disagreement over the salaries and benefits to be enjoyed by faculty members and librarians for a particular academic year. In addition, the jurisdiction of the Dispute Resolution Panel is described in some detail.

JURISDICTION

As regards jurisdiction, it is useful to reproduce Article 6(19) of the Memorandum of Agreement:

The jurisdiction of the Dispute Resolution Panel shall encompass only those unresolved matters *relating to salaries and benefits* that have been referred to it by the parties. The Dispute Resolution Panel shall, however, take into account the direct or indirect cost or saving of any change or modification of *any salary or benefit* agreed to by the parties in making its recommendation for terms of settlement.

(emphasis added)

Thus, we are limited in our deliberations to those issues which can properly be characterized as falling within the phrase “salaries and benefits”. In the circumstances at hand, it is important that the jurisdictional limitation be understood and appreciated. That is for two reasons. The first and simplest reason to express is that as regards one of the issues in dispute, namely, “research leave deferral”, the Association has asked us to make an award about something which, in the submission of the Governing Council, is neither a “salary” nor “benefit”; that is to say, something which is beyond our jurisdiction to consider. As will be seen, we have decided to postpone our consideration of the Association’s proposal concerning “research leave deferral” (including the Governing Council’s preliminary objection as to jurisdiction), pending further discussion about the proposal directly between the parties. Thus, while we consider it important to identify the jurisdictional objection taken by the Governing Council, we need not presently dwell on it.

The second reason is that in respect of one other subject matter, namely, “tutor security”, the Association has raised an issue which it frankly acknowledges to be outside our jurisdiction, but which it says must be weighed in the balance upon an application of the replication model of interest arbitration.

REPLICATION: THE TUTOR SECURITY ISSUE

The “tutor security” issue became acute for the Association in the academic years 1989-91 when two senior tutors received notification that their contracts would not be renewed. The Association, by its various internal processes, has come to treat the matter as requiring its serious and sustained attention. As we have indicated, it is common ground that the Dispute Resolution Panel has no jurisdiction to make a finding with respect to the Association’s proposal for enhanced tutor security. But as we have also noted, the Association considers the issue to be pertinent to the present-day application of the so-called replication model of interest arbitration.

In our decision dated December 23, 1986, we reviewed the background to Article 6 of the Memorandum of Agreement; and we spoke about the parties’ “shift” in December, 1984, from a purely adjudicative model to a more replicative model of dispute resolution (at pp. 3-7):

As we indicated at the outset, Article 6 has recently been amended. In fact, that provision has undergone amendment more than once. Originally, it called for recommendations by a mediator. Then, in late 1981, the parties agreed to substitute a process of binding arbitration based on the following criteria:

- Changes in the Consumer Price Index in Canada and in Toronto;
- salaries and benefits for faculty members and librarians at other universities and for other professions and groups in society;
- the need to attract faculty members and librarians of the highest quality;
- the overall compensation presently received by faculty members and librarians [at the university];
- total compensation adjustments made in recent public and private sector collective bargaining settlements;
- the need for the University to operate in a responsible manner.

Thus, the parties agreed that their arbitrator (if resort to arbitration proved necessary) would adopt and follow the “adjudicative model” of interest arbitration: where criteria are enumerated and expressed as objective yardsticks in the expectation that they will be interpreted and applied in a rights-like fashion to the proven facts and circumstances.

There was one arbitration under the provisions of Article 6 as amended in late 1981. The award was published in June, 1982, and was for the 1982-83 academic year. It is referred to by the parties as the Burkett award.

Subsequent to the publication of the Burkett award, the parties engaged in protracted negotiations about the content of Article 6. Eventually, in December, 1984, the parties agreed to a substantial re-wording. Among other things, the criteria for decision were altered. Indeed, they were deleted. Now, the obligation on the part of the panel is to:

...attempt to reflect the agreement the parties would have reached if they had been able to agree (Article 6(16)...tak[ing] into account the direct or

indirect cost or saving of any [agreed-upon change] to any salary or benefit (Article 6(19))....

By that formulation, the parties moved away from the adjudicative model of interest arbitration, agreeing instead to the adoption of the so-called “replication model”: where the decision-maker is to try to replicate the agreement that the parties themselves would have reached if they had been left to the ordinary devices of collective bargaining — including economic sanctions. Put simply, at what point would the Association and its membership have settled rather than commence or continue a strike (if the strike option had been available)? At what point would the University have settled rather than commence or continue a lockout (if the lockout option had been available)? In theory, the answers to those two questions are the same. And, the task of the decision-maker, upon a review of the evidence and the submissions of the parties, is to discern the likely point of common ground.

While that may be a difficult task, and one for which an objective measurement of success may be impossible to construct, the modern arbitral consensus is that the replication model does represent the ideal. That is because of any of the models for third-party intervention, it is the least inimical to the accepted norm of free collective bargaining. Accordingly, it helps to maintain the acceptability — to employers and employees alike — of interest arbitration as an alternative to strikes and lockouts in public or essential industries.

It is perhaps important to observe that the shift from the adjudicative model to the replication model does not mean that the process of decision-making has become undisciplined. What it does mean is that the role of the decision-maker is no longer simply to identify the *criteria* — either contractual or jurisprudential — around which to pivot a detached and dispassionate award. Rather, the essential function of the decision-maker becomes the identification of the *factors* which likely would have influenced the negotiating behaviour of the particular parties in the actual circumstances at hand. It is the dynamic mix of those factors which produces the end result.

Referring to those passages, the Association says to us, in effect, that the Governing Council’s failure or refusal to deal effectively with the issue of tutor security would have resulted in a different “dynamic mix” than if that issue were squarely addressed and appropriately resolved. In sum, the Association says that had the parties been left to the usual devices of collective bargaining for the resolution of salaries and benefits, the Governing Council likely would have “paid the price” for its intransigence on the question of tutor security.

As a jurisdictional matter, it is not altogether clear how the Association’s argument (as we have just summarized it) can be reconciled with Article 6(19) of the Memorandum of Agreement (reproduced above). It is true that in our 1986 decision, we embraced the replication model of interest arbitration: both as a general preference and as a matter of contract interpretation. However, it is equally the case that our application of that model to the resolution of disputes between these parties must be capable of being articulated within the jurisdictional parameters found in the underlying submission to arbitration.

But that having been said, there is at least some force to the point being made by the Association. At one level, collective bargaining may be seen as an exercise in defining and choosing among the various potential trade-offs. The freer the collective bargaining, the greater the scope for compromise: as the two sides go about the task of shaping the ultimate settlement package. Conversely, the more restricted the collective bargaining, the narrower the scope for compromise: with the result that fewer creative solutions may be available as the parties strive for a mutually acceptable outcome.

Limitations on the usual subjects of collective bargaining, whether arising by statute or by contract, may be for a variety of reasons. But whatever the purpose or rationale, its satisfaction can sometimes be at a hidden cost. Very simply, the fewer the trade-offs available to the negotiating teams, the narrower becomes their focus and the lesser the likelihood of an agreeable compromise being peacefully reached. The net result can easily be not just the heightened possibility of a bargaining stalemate, but also an eventual bargaining outcome that may appear unusually weighted toward only a few of the higher-profile issues.

Of course, the Governing Council can hardly be faulted for its insistence upon strict adherence to a bargaining limitation which has come into being by the parties’ own clear volition. However, especially in the current Ontario bargaining climate, the Governing Council should not be too surprised to find that one consequence of such insistence is a corresponding immovability by the Association as regards certain of the issues within the “salaries and benefits” rubric — to a degree which might otherwise be regarded as disproportionate.

REPLICATION: THE ENDOWED ADJUSTMENT FUND

There is another matter to which the Association has asked us to pay special attention in its general discussion of the replication model. It is the “Endowed Adjustment

Fund”. Little purpose would be served by our describing the fund in technical detail. Suffice to say that from the Association’s perspective, the fund represents a very large amount of money which is available for general operating purposes (including “salaries and benefits”) at the Governing Council’s discretion; that if the Governing Council has lately found itself the recipient of reduced governmental largesse, then now is the time to tap the fund to ensure that the faculty and librarians are appropriately compensated.

The Governing Council, on the other hand, argues that the Endowed Adjustment Fund is an exercise in prudent fiscal management; that its creation in 1987 was seen by the university community generally as being an appropriate response to the government’s systemic underfinancing of the Ontario university system over a long period of years. True, there is no legal impediment to the Governing Council dipping into the fund for such purposes as it deems fit. However, were the Governing Council to encroach on the fund’s capital, as the Association suggests should be done, it would simply exacerbate the very structural problem (so the Governing Council’s argument proceeds) which prompted the “endowment” of the fund in the first place. Briefly, the object of the fund is to provide in perpetuity a regular stream of income — indeed, an increasing flow of income year after year — in order to mitigate the impact of the seemingly endless governmental cutbacks. In the submission of the Governing Council, to do what the Association would have it do would be to the great prejudice of the university as a whole.

In rough summary, those are the competing points of view about the Endowed Adjustment Fund. If there was one thing that was apparent during our hearings, it was that neither side would be able to persuade the other that its point of view should be accepted as having overriding validity. Going back to the above-quoted extracts from our 1986 decision, about all that can confidently be said is that the existence of the Endowed Adjustment Fund would be part of the “dynamic mix of...factors which produces the end result”.

ISSUES IN DISPUTE

Having addressed by way of introduction what the Association characterized as the two “special factors” affecting this year’s bargaining between the parties, let us now list the issues in dispute:

1. The administration of the progress-through-the-ranks (PTR) scheme of merit increases. In this regard, the position of the Association is that the PTR scheme should be allowed to continue operating in normal fashion, while the position of the Governing Council is that for the academic year which is here under consideration, there should be a “partial payment of PTR”. This partial payment of PTR would generate salary payments to faculty and librarians in the order of 1.0 percent, but at a frozen cost to the Governing Council due to the recovery of base salary from retiring faculty.
2. Across-the-board salary increase. In the submission of the Association, the salaries of its membership should be increased by the same amount as the Toronto CPI increase from July 1, 1992 to June 30, 1993; that in addition, there should be a salary increase for “catch-up” purposes. In the submission of the Governing Council, there should be no across-the-board salary increase.
3. Special adjustment to tutors’ salaries. In the submission of the Association, the tutors and senior tutors should be awarded a special salary adjustment of 6.0 percent. In the submission of the Governing Council, a special adjustment cannot be justified.
4. Benefits. In the submission of the Association, our award should include either new or adjusted benefits in respect of:
 - Dental Plan — The Association has proposed two changes to the dental plan. The first is that payments under the plan be made with reference to the current Ontario Dental Association fee schedule (payments are now made in accordance with the 1991 fee schedule). The second is that the “crowns and bridges” riders be amended from the current “\$1,500 per year” to “\$3,000 in any two-year period”.
 - Vision Care — The Association has proposed that the university’s vision care plan be extended to faculty members and librarians.
 - Extended Health Care — The Association has proposed that the services of chiropractors, podiatrists and naturopaths be added to the current extended health care plan.
 - Travel Plan — The Association has proposed that the travel plan currently in place be upgraded to the Deluxe Blue Cross Travel Plan which contemplates direct payments for emergency health care, rather than later reimbursement.



**UNIVERSITY
OF TORONTO**

**FINANCIAL
STATEMENTS**

APRIL 30, 1993

Financial Highlights

Total fund balances for the year ended April 30, 1993 increased by \$60.8 million (11.9%) to \$572.1 million.

The **OPERATING FUND** balance increased \$25.8 million to \$41.7 million. Funds committed for specific purposes increased by \$9.4 million to \$45.3 million. The net decrease in the operating fund deficit for the year of \$16.4 million brought the cumulative deficit to \$3.6 million. Funds committed of \$45.3 million less the deficit of \$3.6 million yields the fund balance of \$41.7 million.

Operating fund income for the year increased by \$24.3 million (4.3%) to \$589.3 million and expenditures increased by \$23.2 million (4.3%) to \$562.5 million. The difference between income and expenditures was \$26.8 million. Of this amount \$9.4 million represents deferred spending in the current year, which will be spent in the following year in accordance with divisional plans. The balance of the difference was largely related to pension costs. In the current year, as recommended by our actuaries, the University planned to make contributions of \$33.5 million to the pension plan. The difference between the planned contributions and the amount recorded in accordance with our accounting policy for pension expense is \$16.8 million which amount represents an increase in the fund balance. The \$16.8 million would normally have been recorded as an increase to the deferred pension charge and an offsetting increase in funds committed for specific purposes. However, because there was a surplus of \$13.8 million in the pension plan as at June 30, 1992, the opportunity was taken to reduce payments into the plan by this amount which resulted in a decrease in the deficit.

The utilization of the pension surplus and the deferred spending is in response to the challenge to maintain and enhance the University's academic mission in the face of very difficult financial and economic circumstances. Given the continued uncertainty in the Government of Ontario's public finances the University must position itself as effectively as possible for a period of continuing turbulence in the Province's financial affairs.

The **ANCILLARY OPERATIONS FUND** balance increased by \$0.9 million to \$18.4 million. Funds committed for specific purposes increased by \$1.4 million to \$17.7 million. The net decrease in surplus for the year was \$0.5 million which brought the cumulative surplus to \$0.7 million. Funds committed of \$17.7 million plus the surplus of \$0.7 million yielded a fund balance of \$18.4 million.

The **CAPITAL FUND** balance increased by \$8.3 million to \$12.4 million. The excess of income for the year of \$12.8 million over expenditures of \$3.1 million accounted for an increase of \$9.7 million. However, transfers of \$1.4 million to restricted funds resulted in the net increase in the fund balance of \$8.3 million.

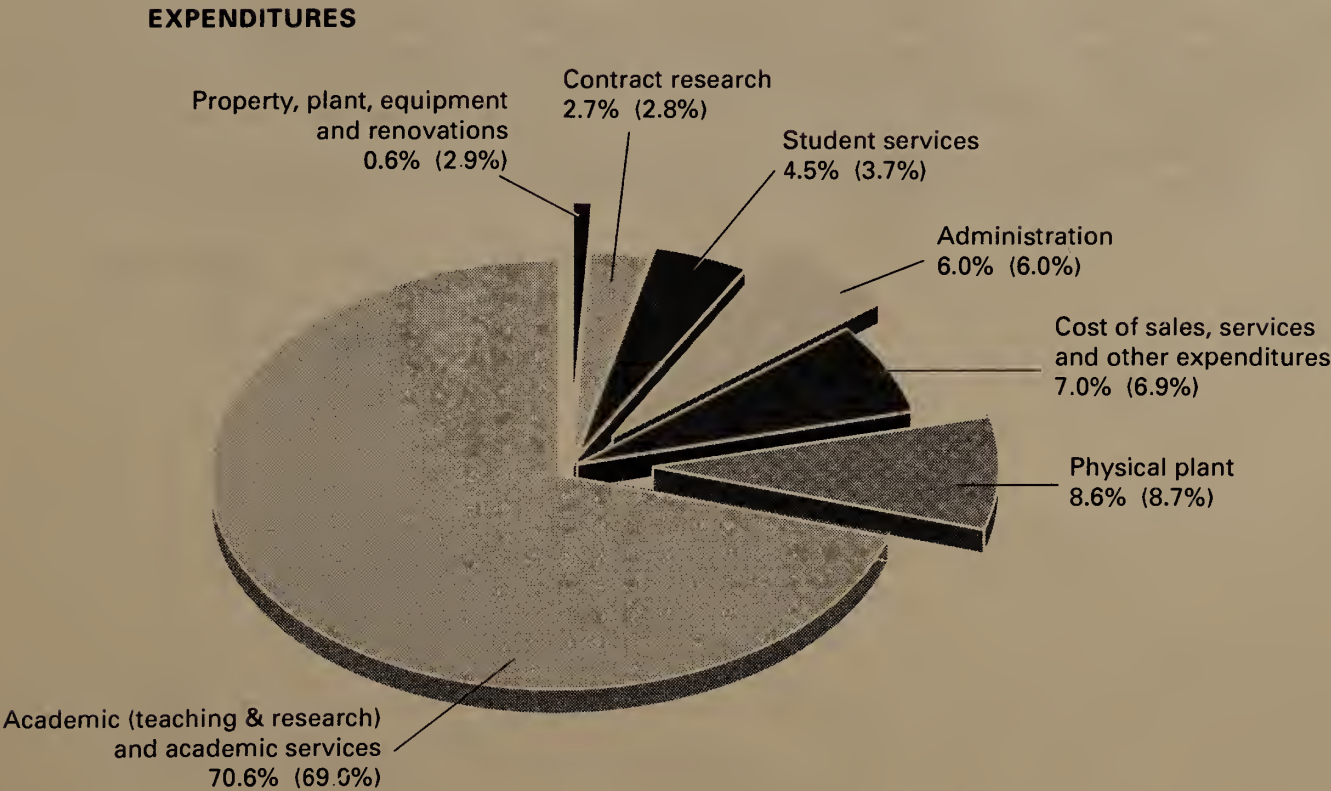
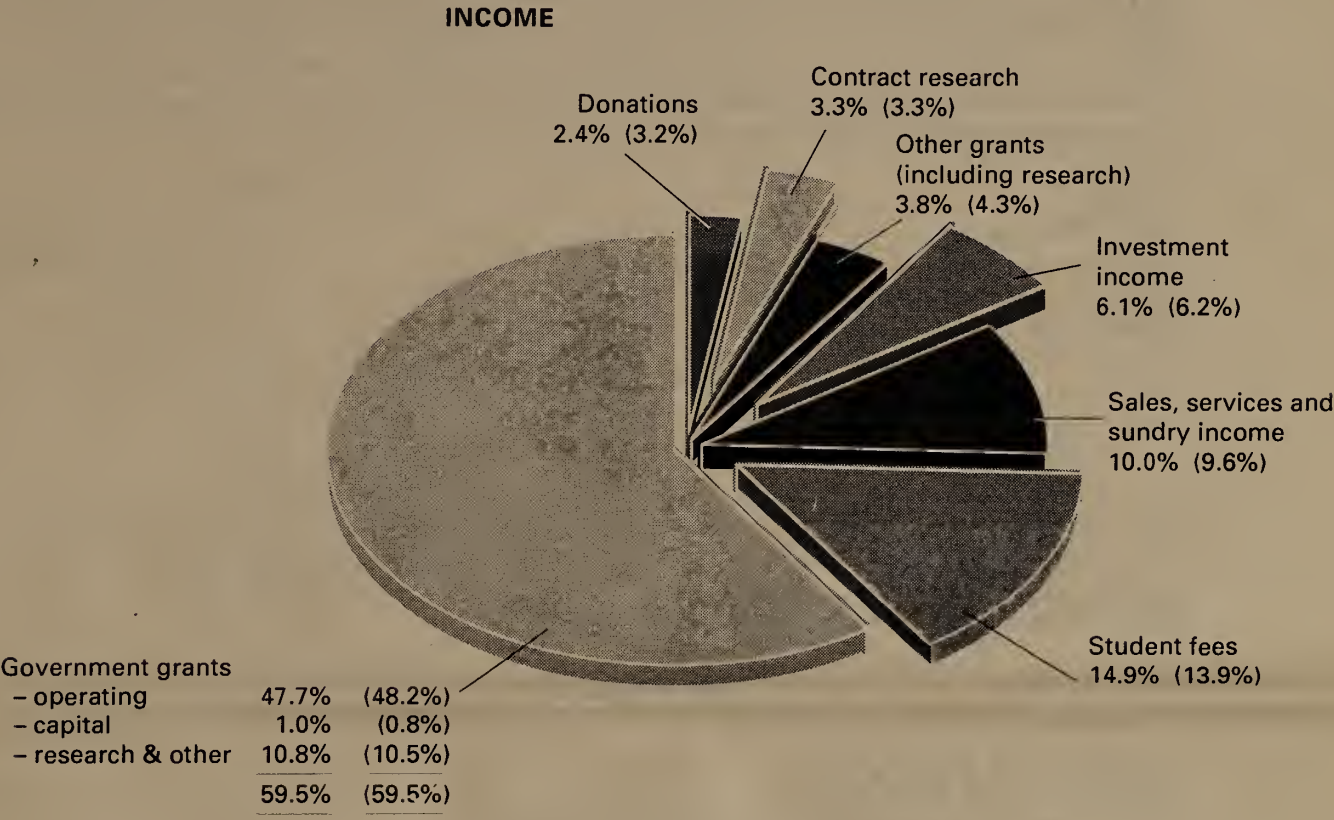
Preservation of the University's existing physical assets is of great concern. The current backlog of deferred maintenance is estimated at \$114 million, with the potential for a further \$32 million if renovations are pursued that would disrupt asbestos insulation. This backlog in repair and maintenance expenditures is not reflected in the Statement of Financial Position. In the past year, the Ontario government provided \$3.7 million of funding for facilities renewal projects and this was spent in addition to \$9 million for regular repair and maintenance. While these investments helped address the need to preserve the University's buildings, much remains to be done to meet the deferred maintenance deficiency.

The **RESTRICTED FUNDS** balance increased by \$25.9 million to \$499.6 million. The fund balance comprises funds committed for specific purposes (expendable funds) of \$125.6 million and endowment funds of \$374.0 million.

The majority of the increase in the fund balance resulted from the excess of income over expenditures of \$24.1 million. Of this amount approximately \$15.5 million was attributable to undistributed investment income which was added to endowment capital in accordance with the University policy on preservation of capital.

**Source and Distribution of Combined University Funds
for the year ended April 30, 1993**
(thousands of dollars)

	1992-93	1991-92		1992-93	1991-92
	\$	\$		\$	\$
Income			Expenditures		
Operating fund	589,316	565,051	Operating fund	562,470	539,320
Ancillary operations	62,936	57,717	Ancillary operations	62,850	58,633
Capital fund	12,802	9,378	Capital fund	3,077	21,682
Restricted funds	200,698	203,651	Restricted funds	176,553	176,128
	<u>865,752</u>	<u>835,797</u>		<u>804,950</u>	<u>795,763</u>



(previous year percentages in brackets)

Statement of Administrative Responsibility

The administration of the University is responsible for the preparation of the financial statements, the notes thereto and all other financial information contained in this annual report.

The administration has prepared the financial statements in accordance with accounting principles generally accepted for Canadian universities and in accordance with guidelines developed by the Canadian Association of University Business Officers and the Canadian Institute of Chartered Accountants (CICA). The administration believes the financial statements present fairly the University's financial position as at April 30, 1993 and the results of its operations for the year then ended. In order to achieve the objective of fair presentation in all material respects, the use of reasonable estimates and judgements were employed. Additionally, management has ensured that financial information presented elsewhere in the annual report has been prepared in a manner consistent with that in the financial statements.

In fulfilling its responsibilities and recognizing the limits inherent in all systems the administration has developed and maintains a system of internal control designed to provide reasonable assurance that University assets are safeguarded from loss and that the accounting records are a reliable basis for the preparation of financial statements.

Hewitt Associates have been retained by the University in order to provide an estimate of the University's pension liability for the current year. Management has provided the valuation actuary with the information necessary for the completion of the University's report and retains ultimate responsibility for the determination and estimation of the pension liabilities reported.

Governing Council carries out its responsibility for review of the financial statements and this annual report principally through the Business Board and its Audit Committee. The majority of the members of the Audit Committee are not officers or employees of the University. The Audit Committee meets regularly with the administration, as well as the internal auditors and the external auditors, to discuss the results of audit examinations and financial reporting matters, and to satisfy itself that each party is properly discharging its responsibilities. The external auditors have full access to the Audit Committee with and without the presence of the administration.

The financial statements for the year ended April 30, 1993 have been reported on by Ernst & Young, Chartered Accountants, the auditors appointed by Governing Council. The auditors' report outlines the scope of their audit and their opinion on the presentation of the information included in the financial statements.



Bryan P. Davies
Vice-President - Business Affairs
and Chief Administrative Officer



J. Robert S. Prichard
President



Auditors' Report

To the Members of The Governing Council of University of Toronto:

We have audited the financial statements of University of Toronto as at and for the year ended April 30, 1993 comprising the following:

Statement of financial position
Statement of changes in fund balances
Statement of changes in financial position

These financial statements are the responsibility of the administration of the University. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the administration, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the University as at April 30, 1993 and the results of its operations and the changes in its financial position for the year then ended in accordance with generally accepted accounting principles.

Toronto, Canada,
June 1, 1993.





Chartered Accountants

Statement of Financial Position
April 30, 1993
(with comparative totals at April 30, 1992)
(thousands of dollars)

	Operating fund	Ancillary operations	Capital fund	Restricted funds	1993 Total	1992 Total
	\$	\$	\$	\$	\$	\$
ASSETS						
Cash	220	8			228	87
Accounts receivable	20,901	6,295		321	27,517	26,756
Inventories and other	3,371	7,710			11,081	11,175
Deferred pension charge	11,949				11,949	8,971
Advance to University of Toronto Press Incorporated	7,110	(7,110)				
Investments (note 2)	58,883	13,497	14,752	499,322	586,454	525,366
Property, plant and equipment (note 3)		46,930	1,072,125		1,119,055	1,071,456
	102,434	67,330	1,086,877	499,643	1,756,284	1,643,811
LIABILITIES						
Bank indebtedness	10,642	657			11,299	670
Accounts payable	41,554	10,964	3,154		55,672	58,207
Unearned income (note 4)	8,545	1,157			9,702	13,834
Long-term debt (note 5)		25,280	9,585		34,865	25,941
	60,741	38,058	12,739		111,538	98,652
EQUITY IN PROPERTY, PLANT AND EQUIPMENT		10,885	1,061,764		1,072,649	1,033,864
FUND BALANCES						
Surplus (deficit) (note 6)	(3,646)	702			(2,944)	(18,842)
Funds committed for specific purposes (note 7)	45,339	17,685	12,374	125,637	201,035	180,971
Endowment funds (note 8)				374,006	374,006	349,166
	41,693	18,387	12,374	499,643	572,097	511,295
	102,434	67,330	1,086,877	499,643	1,756,284	1,643,811

On behalf of the Governing Council:


Robert J. McGavin
Chairman


J. Robert S. Prichard
President

(See accompanying notes to financial statements)

Statement of Changes in Fund Balances
for the Year Ended April 30, 1993
(with comparative totals for the year ended April 30, 1992)
(thousands of dollars)

	Operating fund	Ancillary operations	Capital fund	Restricted funds	1993 Total	1992 Total
	\$	\$	\$	\$	\$	\$
INCOME						
Government grants	412,818		8,905	93,439	515,162	497,262
Student fees	125,747	2,573	459		128,779	116,477
Sales, services and sundry income	27,498	58,661	28		86,187	79,933
Contract research	5,211			23,590	28,801	27,582
Investment income (note 2)	18,042	1,602	1,030	31,827	52,501	52,112
Donations		100	2,380	18,562	21,042	26,167
Other grants				33,280	33,280	36,264
	589,316	62,936	12,802	200,698	865,752	835,797
EXPENDITURES						
Academic	372,168			146,411	518,579	501,527
Academic services	48,588			983	49,571	48,032
Student services and assistance	29,323			6,538	35,861	29,552
Operation and maintenance of physical plant	62,444	6,563			69,007	68,974
Administration	43,287	4,788			48,075	47,367
Interest expense		2,472			2,472	2,577
Cost of sales and services		46,979			46,979	43,960
Contract research				22,194	22,194	22,002
Renovations	1,557		1,760	427	3,744	9,641
Property, plant and equipment			1,317		1,317	13,407
Depreciation		1,874			1,874	1,739
Other expenditures	5,103	174			5,277	6,985
	562,470	62,850	3,077	176,553	804,950	795,763
NET CHANGES IN FUND BALANCES BEFORE TRANSFERS	26,846	86	9,725	24,145	60,802	40,034
Net transfers between funds	(1,058)	768	(1,433)	1,723		
Separation of Royal Conservatory of Music						(4,070)
NET CHANGES IN FUND BALANCES FOR THE YEAR	25,788	854	8,292	25,868	60,802	35,964
FUND BALANCES, BEGINNING OF YEAR	15,905	17,533	4,082	473,775	511,295	475,331
FUND BALANCES, END OF YEAR	41,693	18,387	12,374	499,643	572,097	511,295

(See accompanying notes to financial statements)

Statement of Changes in Financial Position
for the Year Ended April 30, 1993
(with comparative totals for the year ended April 30, 1992)
(thousands of dollars)

	Operating fund	Ancillary operations	Capital fund	Restricted funds	1993 Total	1992 Total
	\$	\$	\$	\$	\$	\$
Cash inflow (outflow)						
OPERATING ACTIVITIES						
Net changes in fund balances for the year	25,788	854	8,292	25,868	60,802	35,964
Depreciation not requiring cash payment		1,874			1,874	1,739
Property, plant and equipment charged directly against fund balances	24,143		1,317	14,822	40,282	47,085
Net changes in non-cash working capital	(3,393)	3,844	244	(10)	685	(7,146)
	46,538	6,572	9,853	40,680	103,643	77,642
INVESTING ACTIVITIES						
Purchase of property, plant and equipment	(24,143)	(6,931)	(5,442)	(14,822)	(51,338)	(54,638)
Net changes in investments	(22,262)	1,028	(13,996)	(25,858)	(61,088)	(31,092)
	(46,405)	(5,903)	(19,438)	(40,680)	(112,426)	(85,730)
FINANCING ACTIVITIES						
Net changes in long-term debt		(661)	9,585		8,924	3,592
NET CHANGES IN CASH FOR THE YEAR	133	8			141	(4,496)
CASH, BEGINNING OF YEAR	87				87	4,583
CASH, END OF YEAR	220	8			228	87

(See accompanying notes to financial statements)

Notes to Combined Financial Statements

1. Summary of significant accounting policies and reporting practices

These financial statements have been prepared in accordance with accounting principles generally accepted for Canadian universities and in accordance with guidelines developed by the Canadian Association of University Business Officers and the Canadian Institute of Chartered Accountants applied within the framework of the accounting policies summarized below:

a) Financial statements -

The financial statements of the University reflect the assets, liabilities, equity in property, plant and equipment, fund balances, income, expenditures and other transactions of the following individual fund groups which include all of the organizations under the jurisdiction of the Governing Council:

- Fund groups
 - Operating fund
 - Ancillary operations
 - Capital fund
 - Restricted funds

Interfund balances and transactions have been eliminated.

b) Fund accounting -

The accounts of the University are maintained in accordance with the principles of fund accounting in order that any limitations and restrictions placed on the use of available resources may be observed. Under fund accounting, resources held for various purposes are classified into funds in accordance with the specified objectives. For financial reporting purposes, the University has combined funds with similar characteristics into the four fund groups noted above.

The operating fund accounts for the costs of academic, administrative and other operating expenditures of the University funded by fees, grants and other general income. It also records the assets (other than property, plant and equipment which are recorded as assets of the capital fund), liabilities, funds committed for specific purposes and cumulative surplus or deficit relating to regular academic and administrative operations.

The ancillary operations group includes the following operations:

- Unincorporated -
 - Parking
 - Residences
 - Food and beverage services
 - Hart House

- Incorporated -
 - The University of Toronto Innovations Foundation
 - University of Toronto Press Incorporated

Expenditures for ancillary operations include both direct and indirect costs. Parking, residences, food and beverage services are operated on a fee-for-service basis. Ancillary operations includes buildings and equipment used exclusively for ancillary operations and investments held in the capital renewal fund for future building projects. Restricted funds of ancillary operations are included in the restricted funds group.

The capital fund accounts for amounts expended and funds available to be spent on the capital building programme. The capital fund includes land, buildings, equipment and investments held in the capital renewal fund for future building projects.

The restricted funds account for funds received for research and other special purposes other than building and operating programmes. Some donations are in the form of endowments whereby only income earned on the funds is expendable for specified purposes. Other donations are fully expendable for specified purposes. The endowment fund category includes funds designated as endowments by the Governing Council in the exercise of its discretion rather than as a result of externally imposed restrictions. In such cases, the Governing Council may subsequently decide to remove the designation. Assets consist of investments held for endowments and cash and other investments available for expenditure.

c) Federated and affiliated organizations -

These financial statements do not include the assets, liabilities and operations of three universities federated with the University of Toronto: Trinity College, University of St. Michael's College and Victoria University, each of which is a separate corporate body with separate financial statements, nor do they include the four Federated Colleges: Knox, Regis, Wycliffe and St. Augustine which are affiliated with the University under the memorandum of agreement with the Toronto School of Theology. However, the operating fund does include certain income and expenditures with respect to the University arts and sciences programme at the three federated universities. Income from student fees and government grants with respect to students registered in the arts and sciences programme are included as income in the operating fund. Academic salaries for federated university faculty appointed to the University of Toronto and teaching in the arts and sciences programme and grants from the University to the three federated universities are included as expenditures in the operating fund.

d) Investments -

Fixed income investments are carried in the accounts at amortized cost plus accrued interest. Equity (common stock) investments are carried in the accounts at cost.

e) Inventory valuation -

Supplies and other inventories are carried substantially at the lower of average cost and market.

f) Pension expense and obligations -

Pension expense is actuarially determined based on management's best estimates. Adjustments to pension expense are amortized on a straight line basis over the expected average remaining service life of pension plan members.

Contributions in excess of pension expense are recorded as a deferred pension charge and an equal amount is committed within the fund balance for future years when the pension expense will exceed the contributions paid into the pension fund. When pension expense exceeds contributions the difference is recorded as a liability.

g) Other post employment benefit obligations -

Post employment benefits for extended health and dental care are accounted for on a cash basis.

h) Property, plant and equipment -

Land, buildings and equipment are carried substantially at cost, except as noted below. All purchases of fixed assets, including library books, are recorded as expenditures in the appropriate fund and capitalized in the capital fund. The value of capitalized equipment and library books is adjusted to reflect obsolescence.

Operating fund expenditures include the acquisition cost of all equipment and library books as incurred with the exception of equipment costing more than \$500,000 not externally funded. These expenditures are amortized over the estimated useful life of the equipment. The gas turbine and associated equipment for the co-generation facility will be amortized over 20 years and computer equipment is amortized over a period not exceeding 5 years.

Ancillary operations carry buildings and equipment at cost less accumulated depreciation. Depreciation on buildings and equipment is recorded on a straight-line or declining balance basis as an operating expenditure. In the case of residences and other buildings subject to mortgage, depreciation recorded is equal to the annual mortgage payments. The University holds title to the land and buildings of Sunnybrook Hospital. The Sunnybrook land and original buildings were acquired for the sum of one dollar. The property is leased to the Board of Trustees of Sunnybrook Hospital, a separate corporation, under a ground lease, which is perpetually renewable every twenty-one years at the option of the Board of Trustees of Sunnybrook Hospital.

i) Research overhead -

The overhead component of externally funded research is taken into income within the operating fund where it is applied towards general overhead expenditures recorded within that fund. The direct expenditure component of externally funded research and the related income are reported within restricted funds.

j) Charitable donations -

Donations include cash and marketable securities received. Pledges are not included in the financial statements.

2. Investments

The market value of investments at April 30, 1993 was \$612.9 million (1992 - \$532.2 million). Investment income includes realised capital gains of \$12.1 million (1992 - gains of \$4.1 million).

3. Property, plant and equipment

(thousands of dollars)

	Ancillary operations	Capital fund	1993 Total	1992 Total
	\$	\$	\$	\$
PROPERTY, PLANT AND EQUIPMENT AT COST (note 1h)				
Land	10	30,822	30,832	30,832
Buildings	41,983	551,976	593,959	583,635
Furniture and equipment	16,221	367,804	384,025	355,995
Library books		121,523	121,523	110,830
	58,214	1,072,125	1,130,339	1,081,292
LESS ACCUMULATED DEPRECIATION	11,284		11,284	9,836
BOOK VALUE	46,930	1,072,125	1,119,055	1,071,456

The University uses inflation indices provided by its insurer to establish the replacement value of assets for insurance purposes, except for library books and the art and rare book collections which are valued by the appropriate University officers. The insured replacement value of buildings is \$1.58 billion, contents \$1.44 billion which includes library books of \$859 million, and fine art and rare book collections \$34 million.

4. Unearned income

Unearned income consists mainly of unspent designated government grants provided for hiring new faculty, extending and developing teaching programs and renovations. Expenses will be incurred in the following year. Also included are student fees received for courses which will be conducted in the following year.

5. Long-term debt

(thousands of dollars)

	1993	1992
	\$	\$
STUDENT RESIDENCES		
Mortgages at an average interest rate of 8.21% maturing 2004 to 2029	13,392	13,520
Term loans at an average interest rate of 10.1% maturing 1996 to 2002	9,158	9,290
HART HOUSE		
Term loan at an interest rate at 8.6% maturing in 2003	1,800	
UNIVERSITY OF TORONTO PRESS INC.		
Term loan at an interest rate at 9.5% maturing in 1997	1,722	2,078
Floating interest rate demand loan		1,777
CO-GENERATION FACILITY		
Term loan at an interest rate at 7.65% maturing in 2000	10,800	
	36,872	26,665
Less current portion included in accounts payable	2,007	724
	34,865	25,941

6. Changes in surplus (deficit)

(thousands of dollars)

	1993			1992		
	Operating fund	Ancillary operations	Total	Operating fund	Ancillary operations	Total
	\$	\$	\$	\$	\$	\$
Net changes in fund balances for the year	25,788	854	26,642	3,166	1,272	4,438
Net changes in funds committed for specific purposes (note 7)	(9,375)	(1,369)	(10,744)	(5,717)	(665)	(6,382)
Net changes in surplus (deficit)	16,413	(515)	15,898	(2,551)	607	(1,944)
Surplus (deficit), beginning of year	(20,059)	1,217	(18,842)	(17,508)	610	(16,898)
Surplus (deficit), end of year	(3,646)	702	(2,944)	(20,059)	1,217	(18,842)

7. Funds committed for specific purposes

(thousands of dollars)

	Balance, beginning of year	Amounts committed during the year	Deduct expenditures incurred during the year	Net changes	Balance, end of year
	\$	\$	\$	\$	\$
OPERATING FUND (note 7a)					
Carryforward of divisional appropriations	14,704	20,418	11,635	8,783	23,487
Purchase order commitments	7,334	5,507	7,334	(1,827)	5,507
Research overhead	2,025	1,110	623	487	2,512
Alterations and renovations	1,920	1,196	1,557	(361)	1,559
Transitional fund	1,010	1,469	2,154	(685)	325
Deferred pension charge	8,971	2,978		2,978	11,949
	35,964	32,678	23,303	9,375	45,339
ANCILLARY OPERATIONS (note 7b)					
Alterations and renovations	1,601	2,664	2,706	(42)	1,559
Capital renewal fund	14,715	1,411		1,411	16,126
	16,316	4,075	2,706	1,369	17,685
CAPITAL FUND (note 7c)					
Capital renewal fund	4,082	11,809	3,517	8,292	12,374
RESTRICTED FUNDS (notes 7d and 8)					
Research	59,195	143,101	142,931	170	59,365
Other expendable funds	65,414	34,480	33,622	858	66,272
	124,609	177,581	176,553	1,028	125,637
TOTAL FUNDS COMMITTED FOR SPECIFIC PURPOSES	180,971	226,143	206,079	20,064	201,035

- a) **Operating fund**
The commitment of funds for specific purposes reflects the application of policy as follows:
 - i) **Carryforward of divisional appropriations -**
In order to encourage the judicious timing and purposes of expenditures, the Governing Council has approved a policy permitting divisions to carry forward unspent appropriations of one year for expenditure in the following year.
 - ii) **Purchase order commitments -**
At each fiscal year end there are a number of unfilled purchase orders for which funds have been committed but for which the goods or services are received in the following year.
 - iii) **Research overhead -**
In accordance with Governing Council policy, research overhead charged to customers is credited back to divisions on a slip year basis whereby part of the recoveries in calendar year 1992 is appropriated to the divisions in May 1993.
 - iv) **Alterations and renovations -**
These funds represent the unspent appropriations in respect of approved projects in progress at the end of the fiscal year.
 - v) **Transitional fund -**
This fund was established by Governing Council to support the temporary adjustments and restructuring needed to adapt to the long range budget guidelines which require budget reductions over the next three years.
 - vi) **Deferred pension charge -**
The accounting policy for pension expense results in differences between the amount of expense recorded in the operating fund and the contributions paid into the pension fund. Contributions in excess of the pension expense have been recorded as a deferred charge and have been committed for future years when the pension expense will exceed the contributions paid into the pension fund.
- b) **Ancillary operations**
Funds are committed for alterations, renovations and future building projects.
- c) **Capital fund**
The capital renewal fund is held for the capital building programme other than ancillary operations which are accounted for under ancillary operations.

The beginning balance of this fund has been restated to remove expenditures for the cogeneration facility in the amount of \$6.2 million. The total cost of this facility of \$10.8 million is being amortized to the operating fund over the estimated useful life.
- d) **Restricted funds**
Research and other expendable funds -
Research and other expendable funds represent grants and donations for research, student aid and other restricted purposes.

8. **Restricted funds**
(thousands of dollars)

	Endowment funds				Expendable funds					
	April 30,	Donations,	Transfers	April 30,	April 30,	Donations,	Investment income	Transfers	Disbursements	April 30,
	1992	grants and other additions		1993	1992	grants and other additions				1993
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Student aid funds	53,455	1,233	3,826	58,514	11,756	2,181	5,886	(2,413)	6,538	10,872
Research funds	28,029	76	1,083	29,188	59,195	137,931	4,486	684	142,931	59,365
Departmental funds	42,478	3,583	984	47,045	38,668	13,980	6,194	2,620	17,615	43,847
Faculty endowment funds	17,581	11	915	18,507	131		944	(777)	132	166
General endowment funds	17,091	41	595	17,727			681	(681)		
Endowed adjustment fund	122,542		5,745	128,287			5,466	(5,466)		
Connaught fund	57,388	3	3,528	60,919	3,542		6,060	(5,807)	28	3,767
l'Anson fund	6,747		3,046	9,793	2,814		948	(3,330)		432
Miscellaneous funds	3,855	421	(250)	4,026	8,503	9,411	1,162	(2,579)	9,309	7,188
	<u>349,166</u>	<u>5,368</u>	<u>19,472</u>	<u>374,006</u>	<u>124,609</u>	<u>163,503</u>	<u>31,827</u>	<u>(17,749)</u>	<u>176,553</u>	<u>125,637</u>
Comprising:										
Endowments	95,594	3,797	7,763	107,154						
Designated endowments	253,572	1,571	11,709	266,852						
	<u>349,166</u>	<u>5,368</u>	<u>19,472</u>	<u>374,006</u>						

Investment income consists of all income earned on restricted funds except for faculty endowment funds, general endowment funds and the endowed adjustment fund. For these funds, the income is reported in the Operating Fund, net of the portion which, in accordance with the University's preservation of capital policy, is reported in restricted funds investment income and transferred to the endowment capital.

9. Pension plan

As at April 30, 1993 the market-related value of pension fund assets was \$1.1 billion and the actuarially determined present value of accrued pension benefits was \$1.0 billion. The market-related value is determined using a three-year modified average of year-end market values. The plan is funded by the University based upon the advice of an independent actuary. The assets are held primarily in equity, fixed income and other marketable securities.

10. Other commitments

- a) The estimated cost to complete construction and renovation projects in progress at April 30, 1993 which will be funded by government grants, donations and operations is approximately \$45.5 million (1992 - \$18.4 million).
- b) The annual payments under various operating leases for which no liability has been recorded are approximately \$3.6 million (1992 - \$4.2 million).

11. Contingencies

- a) The University has a programme under which it guarantees bank loans to faculty and staff members to assist in the purchase or refinancing of their homes. The University holds mortgages as collateral security against such guarantees. At April 30, 1993 the amount of loans guaranteed was \$4.1 million (1992 - \$4.0 million).

- b) The nature of the University's activities is such that there is usually litigation pending or in prospect. With respect to claims at April 30, 1993 the University has valid defences and appropriate insurance coverage in place. In the unlikely event any claims are successful, such claims are not expected to have a material effect on the University's financial position.

- c) The University is a member of a reciprocal exchange of insurance risks in association with forty-five other Canadian universities. This self-insurance cooperative is named CURIE and involves a contractual agreement to share the insurable property and liability risks of member universities.

The projected cost of claims is funded through members' premiums based on actuarial projections. As of December 31, 1992 CURIE had a surplus of \$9.8 million, of which the University's pro rata share is approximately 11% on an ongoing basis. Because 1992 was the close of CURIE's first five year underwriting period, the Board declared a distribution of a part of this surplus amount. The University received \$0.3 million as its share.

12. Comparative figures

Certain of the comparative figures for the previous year have been reclassified to conform with the presentation adopted in the current year.



- Research Leave Compensation — The Association has proposed that research leave compensation be increased from its present 82.5 percent to 85 percent of regular salary.
- Research Leave Deferral — The Association has proposed that as a matter of right, faculty members and librarians who defer their research leaves be given credit against their next leave for up to two years of the deferment.
- Professional Allowance — The Association has proposed the establishment of a professional allowance of \$300 per year for each faculty member and librarian. The professional allowance would serve to reimburse the faculty members and librarians for receipted expenses in relation to their employment duties.
- Tuition and Scholarship Arrangements — The Association has proposed that the current tuition waiver policy be amended by the inclusion of a scholarship program. The Association views this proposal as being at no cost to the university.
- Limitations on Parking Fees — The Association has proposed that percentage increases in parking rates for faculty members and librarians not exceed the across-the-board percentage salary increase for faculty members and librarians.
- Pension Augmentation — The Association has proposed an *ad hoc* augmentation to the pension plan for the benefit of retirees.
- Future Pension Indexation — The Association has proposed that the indexation of the pension plan be increased to 100 percent of CPI.

The Governing Council acknowledges that modest adjustments might appropriately be made to a couple of the existing benefits. However, for the most part, the Governing Council regards the Association's proposals for new or adjusted benefits as being either disproportionate to the fiscal circumstances in which the university currently finds itself; or unwarranted in terms of comparable employee groups; or both.

REPLICATION: THE ECONOMIC CLIMATE

During the hearing, we received evidence and argument about the operation of the university's salary scheme; about the past, present and expected rates of inflation; about recent settlements both inside and outside the university setting; about how the faculty members and librarians at this university have lately been faring in relation to their counterparts at other universities; about costings; about some of the university's accounting practices; and about the various benefit issues individually.

But in large measure, the hearing was occupied with evidence, argument and counterargument about the general economic environment in which this proceeding is being conducted; and about the significance, if any, to be attached to our findings in that regard.

It surely cannot be doubted that the Ontario economy has recently been experiencing one of its worst batterings in modern memory. Indeed, it seems safe to observe that not since the Great Depression of the 1930's have Ontarians been exposed to such oppressive recessionary conditions — with such devastating socio-economic consequences.

In common with virtually all public sector employers, this university has not been immune from the effects of the recession: as the provincial government is forced to reduce and even later draw back from funding commitments. No doubt, there will always be room for argument about whether the university administration might have managed things differently or better. But in the final analysis, and leaving aside situations of manipulation or rampant waste, the negotiators of collective agreements (or, as here, the functional equivalent) must take things as they find them; and so must their interest arbitration boards. Put succinctly, for an interest arbitration award to be seen as faithful to the replication model, it must have a recognizable air of reality to it.

In that sense, it is simply not realistic for the Governing Council to expect us to restrict or limit the ongoing operation of the PTR scheme. We believe that both parties regard the PTR scheme as being at the heart of their bargaining relationship; and that neither party would truly wish to jeopardize the scheme — nor the bargaining stability which it affords — except as the last resort in the most extreme fiscal distress.

But leaving aside the PTR scheme, there likewise is an air of unreality to the position of the Association, taken as a whole. In our view, it simply is not responsive to the prevailing economic climate; nor to the general trend of public sector settlements.

As a justification for its position, the Association points to the evidence which suggests that an economic recovery is now in progress. However, if the statistics are to

the effect that the provincial economy is on the road to recovery, they also are to the effect that to this stage, the supposed recovery has not been accompanied by increased public revenues. Rather, as the evidence before us attests, the recovery to date, so far as the public sector is concerned, has been both "jobless and revenue-less".

It cannot be ignored that during the two most recent academic years (including the one presently nearing an end), the faculty members and librarians at this university have enjoyed relatively favourable compensation increases. Thus, relying on a so-called recovery which has yet to produce anything materially tangible, and which certainly has not produced an upward trend in public sector settlements generally, the net thrust of the Association's overall position on salaries and benefits for 1993-94 is that the faculty members and librarians which it represents should be allowed to overleap one of the worst recessions in Ontario's history.

We were referred by the Association to the standard jurisprudence on the subject of "ability to pay": holding that in the arbitral resolution of a public sector pay dispute, the criterion known as "ability to pay" should not be controlling. But while we have no disagreement with the mainstream jurisprudence on the subject, it is important to appreciate the context in which it has been formulated. Most often, the arbitral disaffection for "ability to pay" as a factor in public sector pay disputes is expressed in cases where the public employer has pleaded a lack of resources in an effort to avoid paying wages to its employees which, in the whole of the then-prevailing circumstances, must be judged to be fair. In that light, the object of the conventional arbitral thinking surrounding the question of "ability to pay" is not to give special argumentative leverage to public sector unions. Rather, its object is more defensive in nature: the avoidance of a result which clearly would be unfair in relation to the circumstances of the community generally — including the overall economic climate of the day.

As we have already commented, the prevailing economic climate in Ontario has lately been savagely recessionary. The oppressive character of the recession can be measured both in terms of its depth and its duration. Among other consequences of the recession has been a dampening of both private and public sector pay demands and bargaining outcomes. Harkening back to the replication model, we are of the view that these economic realities of the day would have profoundly influenced the eventual product of the parties' direct negotiations according to the normal processes of collective bargaining — including the threat or actuality of a strike or a lockout.

THE AWARD

As recorded above, the evidence and argument at the hearing covered the usual broad range of potentially influential factors — all of which we have reviewed and considered with care. No doubt, everything touched upon at the hearing must be acknowledged to be relevant to the task at hand. However, we do think that the matters discussed above comprise the main points of tension between the parties.

Taking the replicative approach as generally discussed in our 1986 decision, we have reached the following several conclusions:

1. The PTR Scheme — We are of the view that the PTR scheme should operate normally during the academic year 1993-94.
2. Salary Scale — We are of the view that for the academic year 1993-94, there should not be an across-the-board increase on scale.
3. Tutors' Salaries — We have likewise concluded that for the academic year 1993-94, there should not be a special adjustment to tutors' salaries.
4. Dental Plan — Effective July 1, 1993, the payments made under the dental plan should be upgraded to reflect the current Ontario Dental Association fee schedule. In addition, the agreement between the parties should be amended to the continuing effect that payments made under the dental plan shall be made on the basis of the ODA fee schedule having currency at the time the payment obligation is incurred.
5. Vision Care — Effective July 1, 1993, the university's vision care plan should be extended to cover faculty members and librarians.
6. Travel Plan — Effective July 1, 1993, the university should provide the faculty members and librarians with the Deluxe Blue Cross Travel Plan.
7. Pension Augmentation — Effective July 1, 1993, pension augmentation should occur according to the following: for those whose date of retirement was June 30, 1980 or earlier — 4.0 percent; for those whose date of retirement was July 1, 1980 to June 30, 1985 — 2.0 percent; for those whose date of retirement was July 1, 1985 to June 30, 1989 — 1.5 percent; for those whose date of retirement was July 1, 1989 to June 30, 1991 — 1.0 percent; for those whose date of retirement was July 1, 1991 and later — none.

Apart from two other matters, we are of the view that no other modifications or additions should be made to the existing benefits package.* The first of the remaining two matters has to do with tuition/scholarship arrangements. The university currently has in place a tuition waiver policy for dependents of faculty members and librarians who qualify for entrance into the university and who are pursuing their first degree. Both parties have identified problems with the existing policy. From the employee's perspective, the benefit of the policy, while real and tangible, is also directly taxable. From the Governing Council's perspective, each tuition waiver represents a loss of full tuition from another student who would have taken the place occupied by the tuition-waiver student. In their presentations to this panel, the two sides proposed differing forms of portable scholarship programs — either to supplement or to substitute for the existing policy. As between the two proposals, there are points of similarity and points of distinction. The problem we confront is our lack of technical understanding of all the potential implications of each side's proposal. We therefore conclude that the parties should forthwith strike a joint committee with instructions to seek an agreeable resolution of this issue by December 31, 1993. If, by that date, the committee has not reached a consensus, the matter may be referred back to us by either party. We will thereupon resume this proceeding for the purpose of receiving additional evidence and argument pertaining to this one outstanding issue — leading to the publication of an award on it.

The last matter requiring attention is the Association's proposal concerning "research leave deferral" — to which brief reference is made at page S1 of this award. Here again, we find ourselves lacking sufficient technical understanding of the proposal to adequately assess its potential implications. As well, although the jurisdictional issue mentioned at page S1 of this award was raised by the Governing Council and briefly touched upon by the Association, we cannot say that it was fully argued. Accordingly, we conclude that this issue, too, should be referred back to the parties for further study and discussion. If, by December 31, 1993, the issue has not been resolved, either party may refer it back to us. At that time, having first received additional information and argument from the two sides, we will resume our deliberations surrounding the issue including our deliberations on the Governing Council's preliminary objection as to jurisdiction.

** That said, we do wish to address more specifically the Association's proposal for a professional allowance. On the evidence, many other Ontario universities pay such an allowance (in varying amounts) to their faculty. Given that fact, and especially having regard to this university's role and reputation as a leading academic research facility, we were naturally attracted to the notion of a professional allowance in an appropriate amount. Indeed, were it not for the general economic climate which we have already briefly described, we likely would have made an award reflecting such attraction. However, the conclusion we have reached is that an award of a new benefit like a professional allowance would not be justifiable in the prevailing economic conditions.*


SUMMARY

Our conclusions can be briefly summarized. First, we think the university's proposal for a "partial payment of PTR" must be rejected; that the PTR scheme should continue to operate normally. Second, we conclude that for the 1993-94 academic year, there should not be an across-the-board increase on scale; neither should there be a special adjustment to tutors' salaries. Third, we have decided upon certain new or modified benefits in these areas: the dental plan; the vision care plan; the travel plan; and pension augmentation. Finally, we have referred back to the parties (while retaining such jurisdiction as we may possess) the issues surrounding the modification of the existing tuition waiver policy, and the Association's proposal concerning "research leave deferral".

Consistent with usual practice, we will remain seised of the matter to resolve such differences as may arise between the parties in the interpretation or application of this award.

It remains only to express our appreciation to the parties for their assistance and courtesies throughout this proceeding.

DATED THIS 18th DAY OF JUNE, 1993.


Donald R. Munroe, Q.C.
Chairman

Note: Both nominees dissent from this award. Their dissenting opinions will shortly be prepared and forwarded to the parties. In the meantime, the chairman has been authorized by the nominees to transmit and publish this award.

DISSENTING OPINION OF DONALD J.M. BROWN, Q.C.

The setting for this arbitration is unique. Ontario has been in a financial crisis without precedent and the Government has been engaged in talks with the public sector

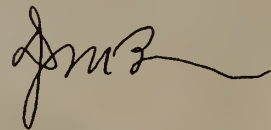
employees and unions to reduce employment costs by some \$2 billion per annum — the "social contract" negotiations. In addition to the \$2 billion that it seeks to remove from the public payroll, the Government is seeking to eliminate other expenses from the public sector (which includes the University) in the range of \$4 billion per annum.

In that context, the modest changes granted by the chairman in connection with the dental plan, vision care and the travel plan are not unreasonable. The ad hoc improvements to pensions, too, are reasonable, given the ravages of past inflation.

Apart from those items, however, the Association's continued demand for "full" PTR was excessive. The Administration's position was essentially that there was no money for any salary improvement. However, in negotiations, it offered partial PTR — 1.0 percent — but no other salary increase. The Association's position throughout was that there should be full PTR.

The chairman's award has accepted the Association's request and awarded full PTR with the result that there has been a salary increase of approximately 2.25 percent. In my view, in the present circumstances, any salary increase is completely at odds with the financial situation in which the University finds itself. The University's professoriate are among the elite of public employees and they are better compensated than any of their peers in all of Canada. One would not expect otherwise in an institution that is renowned for its excellence. However, given the financial circumstances of both the University and the Province, to grant full PTR, in my opinion, is unwarranted and creates the appearance that even where arbitration is to "replicate" collective bargaining it nevertheless will result in some improvement to the salaries of the members of the bargaining unit. It is difficult to imagine that the Administration would have conceded anything more by way of PTR than 1.0 percent in these times. And given the strong community of interest between the Administration and the faculty, it is inconceivable that the Association would have resorted to the ultimate economic weapon to obtain it.

Accordingly, I must dissent from the chairman's award of full PTR.


Donald J.M. Brown, Q.C.

DISSENTING OPINION OF J. SACK, Q.C.


I agree with the chairman's award maintaining full PTR. The University's demand to limit PTR cannot be justified on the basis of bargaining trends generally; moreover, as the chairman notes, both parties regard the PTR scheme as being "at the heart of their bargaining relationship".

Ultimately, the University's argument in support of partial payment of PTR comes down to a plea of "inability to pay". However, "ability to pay" has not been countenanced by arbitrators as a proper consideration in public sector salary determination, since it is a matter that is readily subject to budgetary manipulation by government.

Even if it were otherwise, the argument is not available to the University, since it has established a fund specifically for the purpose of responding to government under-financing. The fact that the University has chosen to bestow the name "Endowed Adjustment Fund" upon this source of revenue does not alter the legal character of the fund, and does not prevent it from being used for operating purposes, at the discretion of the University. Indeed, the fund has been applied by the University for just such purposes in the recent past.

I cannot agree, however, with the chairman's award respecting an across-the-board increase. While the award is based on "prevailing economic climate" in Ontario, that climate includes growth in productivity, estimated at 3.8 percent for 1993. This factor, together with the projected increase in cost of living, points to an across-the-board increase, based on criteria traditionally taken into account at arbitration.

Finally, if the "replication model" is to govern this arbitration proceeding, as the chairman indicates, then there is no reason not to implement the Association's proposal for a professional allowance at this time, given that virtually all other Ontario universities currently pay such an allowance to their faculty, and especially in light of the University of Toronto's status as a leading centre of academic research.

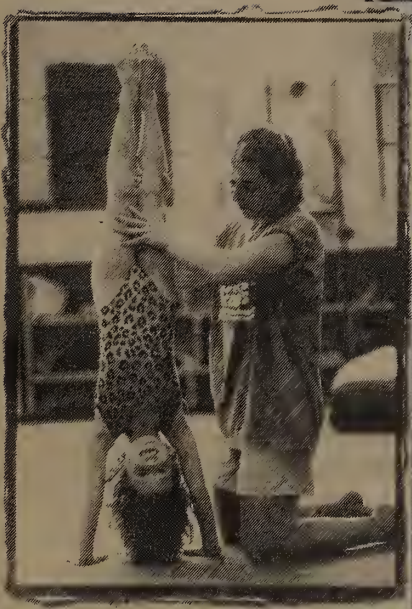

J. Sack, Q.C.

WHAT A SPORT!

Summer in the city is no work and all play for youngsters in U of T sports camps

PHOTOS BY ANDRE SOUROUJON

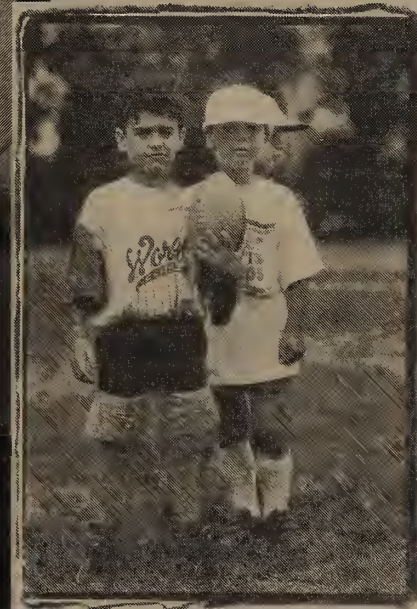
SCHOOL'S OUT, THE KIDS ARE MOANING THAT THERE'S NOTHING TO DO AND YOU'VE SEEN *HOME Alone* so many times it's starting to look pretty good. What to do? The Department of Athletics & Recreation has the answer. For the past 11 years it has run summer sports camps for those aged four to 16. Youngsters participate in activities ranging from karate and tennis to diving and track. The department also offers a mini-university that combines sports and learning. More than 1,400 children will participate in all camp programs this year which run until Aug. 13.



Above: There's no question — the world has seemed a little topsy-turvy lately.



Below: When the going gets tough, the tough get going...or something like that.



Above: A balancing act is no sweat for one aspiring gymnast.

Left: "I could sink that shot from here if I wanted."

PEDAL PATROL

The U of T Police is fleet of foot (and wheel) with its bicycle unit

BY SUZANNE SOTO

THE MAY 19 CALL TO THE U of T Police office on Spadina Ave. was alarming — a child had reportedly been abducted near the University. The campus force's new bicycle patrol unit was dispatched to search for the child on U of T grounds.

Four members set off at high speed in various directions while three other officers followed in patrol cars. Those on bikes moved quickly and thoroughly through the campus. Three hours later, while all seven were still combing the area, the search was called off. The abduction report had been unfounded.

Of the dozens of cases the 36-member campus police force deals with each week, few are this dramatic or involve as many officers. In fact most are minor, non-criminal occurrences such as false fire and security alarm calls, stuck elevators or injured people needing transportation to hospital. But there are more serious offences involving vandalism, theft and violence.

Earlier this year a consulting firm reviewed the operations of the campus force. Although it found a lower rate of criminal activity at the University and in its immediate surroundings than elsewhere in the city, it did notice a marked rise over the past few years. Between 1991 and 1992 there were increases of 9.5 percent in violent crime, 24.5 percent in break and enters and 11 percent in other non-violent crime.

In an effort to deal with the increase as well as with policing changes occurring at other Ontario university and municipal forces, the U of T Police has introduced two programs that work in tandem: community-based policing and the bicycle patrol division.

Community-based policing places more responsibility for crime prevention and safety



U of T Police constables Michael Caskenette, left, and Iain Muncie are members of the bicycle patrol unit.

College Circle Committee on Personal Security. But while on patrol, officers are no longer obliged to remain in one area of the campus, seek constant instructions from their office or report frequently to it. "We're all adults, we know what to do," Harrison says, adding all officers carry two-way radios so they can attend to specific calls.

The bike unit, started in the summer of 1992, increases the visibility and availability of police. The use of bicycles has shortened response time to calls and allows officers to monitor isolated areas such as Philosopher's Walk, inaccessible by patrol cars.

There are eight, two-member teams sharing four hybrid-style mountain bikes. All cyclists have special safety helmets, glasses, gloves, shorts, slacks, all-weather jackets and shoes. Participation is strictly voluntary. Harrison and other members of the unit greatly enjoy their riding shift because people often stop to talk.

"Students relate to us a lot more because of the bikes. They all want to know what kind they are, how many gears they have and so on," he says.

In addition to these new initiatives, the campus police is trying to establish Campus Watch, similar to the Neighbourhood Watch program. The police unit, however, does not currently have the funds to organize it or set up training programs. Harrison remains hopeful that just as the University found money to strengthen community-based policing efforts, it will also fund Campus Watch in the future. The program would allow officers "to teach people to be security conscious in their own environments and to look out for one another." These goals alone, he adds, would go a long way in preventing a further rise in crime at U of T.

THE USE OF BICYCLES

HAS SHORTENED RESPONSE TIME TO CALLS,
ALLOWS OFFICERS TO MONITOR ISOLATED AREAS

awareness on members of the community and is the wave of the future in policing, says Constable Mike Harrison. Officers, he points out, cannot be at the scene of every crime. However if they develop closer ties with safety-conscious constituents, the two groups can work together.

Just over a year ago, he says, officers were still policing the campus the "old way" — interacting with people primarily during calls

and patrolling the University from the distance of their cars. "This is much more proactive. It is being right out there, establishing a rapport with our community on a more personal level so that when they come to us, they can feel that we care about their needs and problems."

All constables have "beats" that require them to keep in regular contact with various people or groups on campus such as the King's

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EVENTS



SEMINARS

Analysis and Nutritional Aspects of Inositol Hexaphosphate (Phytic Acid).

FRIDAY, JULY 30

John Lehrfeld, US Department of Agriculture, Peoria. 235 FitzGerald Building. 10 a.m. *Nutritional Sciences*

Rapid Actions of Growth Factors in Smooth Muscle Systems.

MONDAY, AUGUST 16

Prof. Morley Hollenberg, University of Calgary. 417 C.H. Best Institute, 112 College St. 4 p.m. *BDDMR*



MEETINGS

Learning and Governance: Land THURSDAY AND FRIDAYS, JULY 29 TO AUGUST 6

OISE-IDRC summer institute 1993. Thursday evening meetings 7:30 p.m. Friday meetings 9:30 a.m. to 3:30 p.m. All sessions at the Ontario Institute for Studies in Education, 252 Bloor St. W.

THURSDAY AND FRIDAY, JULY 29 AND JULY 30

From Rio to NAFTA; Land and the Environment: Social Action and Learning in a Global Age. Panelists: Zen Makuch, Canadian Environmental Law Association; Patience Idemudia, Environment, Development & Women; Maddy Harpur, UNCEP; Prof. Edmund Sullivan, OISE; and Prof. Angela Miles, OISE.

THURSDAY AND FRIDAY, AUGUST 5 AND AUGUST 6

The North American Free Trade Agreement; Who Owns Natural Resources? Opportunity or Disaster? Panelists: Deborah Lyons, Atlantic Canada Opportunities Agency; Prof. Daniel Drache, York University; and Tina Kremmidas, Bank of Montreal. Information: 923-6641, ext. 2350 or ext. 2335.

Business Board.

TUESDAY, AUGUST 3

Council Chamber, Simcoe Hall. 5 p.m.



EXHIBITIONS

THOMAS FISHER RARE BOOK LIBRARY

J.B. Tyrrell: Explorer and Adventurer; The Geological Survey Years, 1881-1898.

TO JULY 30

Original maps, photographs, notebooks and letters as well as printed material documenting Tyrrell's expeditions for the

Geological Survey of Canada. Hours: Monday to Friday, 9 a.m. to 4:45 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

JULY 29 TO AUGUST 26

For There She Was.

Thelma Rosner, paintings. East Gallery.

Spirit Archives/Earth Artifacts.

Julie Withrow, installation. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 6 p.m.; Saturday, 1 to 4 p.m.



MISCELLANY

Campus Walking Tours.

TO AUGUST 31

Hour-long tours of the downtown campus conducted by student guides. Tours available in English, French and Chinese. Map Room, Hart House. 10:30 a.m., 1 and 2:30 p.m., Monday to Friday. Information: 978-5000.

Swap Shop Clearance.

FRIDAY, JULY 30

Clearing all items to prepare for renovation: books, desks, shelves, chairs, etc. free of charge. Basement, South Borden Building. 9 a.m. to 12 noon.

Soldiers' Tower Carillon: Summer Recital Series.

SUNDAY, AUGUST 1

Sydney J. Shep, University carillonneur. Soldiers' Tower. 7:30 p.m.

Soldiers' Tower Carillon: Carillon Concerts.

TUESDAYS AND THURSDAYS

TO SEPTEMBER 15.

Soldiers' Tower. Tuesdays, 12 noon to 12:30 p.m.; Thursdays, 5 to 5:30 p.m.

EVENTS NOTICES

The Bulletin is always pleased to receive notice of events. Please remember, however, that we need the announcement two weeks prior to the date of the issue in which it is to appear — please consult the deadlines section at the end of the Events section to be sure. We also need, in the case of speakers, a full first name or two initials, title and department (if the speaker is from U of T) or institution with which the person is affiliated. Don't forget the date, time, location and sponsoring department, faculty or centre.



DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of August 23, for events taking place Aug. 23 to Sept. 7: MONDAY, AUGUST 9.

Issue of September 7, for events taking place Sept. 7 to 20: MONDAY, AUGUST 23.

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

SEARCH

INSTITUTE FOR LAND INFORMATION MANAGEMENT
A committee has been established to review the Institute for Land Information Management, based at Erindale College. The institute is a multidisciplinary research and consultative organization whose mandate is to deal with the design and development of information management and surveying systems and their application to development and management of the land and its resources. It is intended to serve the professions, industry and government departments as well as municipal, utility and other local agencies. Its objectives are to engage in research and graduate training and to focus the attention of users on information systems technology.

Membership

Professor J.R. Percy, associate dean, sciences, Erindale College (chair); Professors Cecil Houston, associate dean, social sciences, Erindale College; C.G. Amrhien, chair, Department of Geography; and Gordon Gracie, director, surveying science, Erindale College; and A.P. Sani, Northway Map Technology Ltd.; and S.J. Starham, Association of Ontario Land Surveyors.

The committee would welcome comments and suggestions from interested persons. Written submissions should be sent by September 7 to Professor John R. Percy, Division of Sciences, Erindale College.

DIVISION OF DEVELOPMENT & UNIVERSITY RELATIONS

President Robert Prichard has established a committee to review the office of the vice-president (development and university relations). The review will assist in the search for a successor to Vice-President Gordon Cressy who will assume new responsibilities as president of the Metropolitan Toronto Learning Partnership effective Oct. 1. The development and university relations portfolio consists of the Departments of Development & Alumni Affairs, Public Affairs and Information Resources & Systems, all under the direction of the office of the vice-president. The review committee will assess the contribution and role of the portfolio in support of the University's mission.

Membership

President Robert Prichard (chair); Professor Richard Alway, president, St. Michael's College; Professor Hugh Arnold, dean, Faculty of Management; Holly Benson, director, Campus Development & Public Affairs, Erindale College; Marta Ecsedi, vice-president (governance), University of Toronto Alumni Association; Hershell Ezrin, executive vice-president, Speedy Muffler King, Inc.; Peter Herndorf, chair and chief executive officer, TV Ontario; Rose Wolfe, chancellor, University of Toronto; and Mark Johnson, director, Office of the President (secretary).

All members of the University community are invited to contribute to the work of the committee. Submissions, preferably in writing, should be forwarded to Mark Johnson, Office of the President, Simcoe Hall, by August 16.

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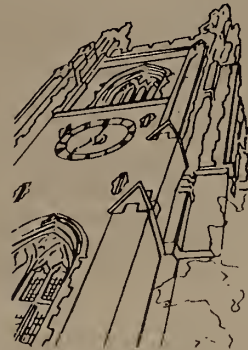
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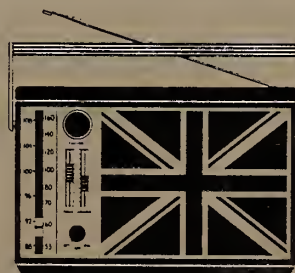
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Short-term, 6 months. Furnished house: 2 bedrooms, 2 bathrooms, designer kitchen, five appliances, parking. Quiet cul-de-sac, ravine, TTC, close downtown. No pets, non-smokers. Available October (dates negotiable). 755-0540.

Sabbatical rental. Beautifully furnished four-bedroom, two-bath home. Casa Loma area. All appliances, patio, fireplace, two-car garage. Quiet cul-de-sac family street. TTC, schools, shopping nearby. Available January 1, 1994 to September 1, 1994 (flexible). Non-smokers. References. \$2,000 per month plus utilities. 534-6123.

Beaches, lakefront, 2-bedroom duplex, furnished, wrap-around verandah, spacious LR, den (3rd bedroom), DR, laundry, 1-car parking, close to good schools, friendly street with many kids. August 1, 1 year +. \$1,700/month inclusive. Tel: 691-5327. Fax: 693-5709.

Spacious furnished condominium apartment. 2 bedrooms, 2 baths en suite, hi-rise balcony overlooking park (Forest Hill), 5 appliances, underground parking, swimming pool, A/C. Safe residential area. Direct subway 10 minutes U of T. Non-smokers. \$1,325 inclusive. September 1993 — August 1994. 787-8464.

View apartment. 2-bedroom very near Roberts Library. Available August 20, 1993 through April or May 1994. Mostly furnished. \$900/month. Parking extra. Ideal for sabbatical single or couple. Call 922-9834, 9-10:30 a.m., 10-midnight.

Waterfront/Bathurst Quay. Bright, 3-bedroom, furnished apartment townhouse upper on lake with 1 1/2 baths, large balcony, 5 appliances; parks; minutes to downtown and U of T by TTC. Kids welcome. Available September 1 to December. \$1,300, negotiable. 260-2992.

Greenwood subway. Large, clean, one-bedroom flat in second floor of house. Newly decorated. Quiet residential neighbourhood. 15 minutes to U of T, near shops & parks. Smoke-/pet-free. \$650 utilities included. Available September 1. 465-6152.

Bloor/High Park. Across from park, near subway. Newly furnished luxury rooms. Equipped with 4-piece private bath, fridge, microwave, sofa bed, armchair, table w/chairs, minidresser, entertainment wall unit. Exceptionally beautiful rooms with uncompromising privacy. \$485-625. John: 763-6222

Charming, detached, 2-storey house. Newly renovated, fully furnished, 1 1/2 bedrooms, fireplace, sliding doors to deck. Parking and laundry facilities. Close to subway and U of T. One-year lease preferred. \$1,300/month plus utilities. 588-7727.

Steps to the campus Bay/Bloor. Furnished and unfurnished suites. Luxury 1-bedroom + solarium, en suite, alarm, 5 appliances. Building features 24-hour security, pool, 3 saunas, whirlpool, billiards, aerobics, weight room, squash & racquet ball. Immediate from \$995/month. Call 975-1854.

Rosedale duplex. Classic furnished lower on tree-lined street. From October — May (flexible). Very modest cost. Private entrance, large LR with fireplace, separate dining, den/BR, master leads to sun-porch,

courtyard garden, walk to shops, TTC, cable TV, security available. 967-1631.

3-bedroom house. Quiet street in the Beaches area of Toronto. Fully furnished. Mid-November 1993 — August 1994. Suitable for sabbatical or visiting professor. \$1,200/month, plus utilities, or exchange for apartment in London. 698-0295.

Be first to live in new 1,035 sq. ft. luxury condominium unit over subway station at Yonge and Carlton (with parking) and walk to U of T! 2 bedrooms, 2 baths, all amenities. Great views north on Yonge, west on College. Commitment required prior to availability on September 1. \$1,500/month. Contact: Bill Thomson, phone/fax 421-7033.

Bay/Bloor, spacious 2-bedroom apartment, steps to the University, south and west exposures, spectacular views, all appliances, 2 baths, air conditioning, recreational facilities. Available September 1. \$1,450 includes utilities and underground parking. Please call 921-3970, 923-6641, extension 2583.

Dundas/Ossington. Three apartments in quiet Victorian on historic boulevard in exceptionally convenient neighbourhood. 1) Studio-loft bachelor, new kitchen, \$520, available now. 2) Bright, renovated, junior one-bedroom, ceiling fan, \$515, September 1. 3) One-bedroom with lofty ceilings, fans, bay window, new kitchen, walk-in closets, new deck, \$625, September 1. All self-contained except bath, rents inclusive. Non-smokers only. Tom or Monica, 531-7082.

High Park condominium. Furnished or unfurnished, 2-bedroom, 1 1/2-bath, 5 appliances. Tennis courts, pool, sauna, rec. facilities, huge balcony, excellent view. Short walk to subway. \$1,200-\$1,400. 767-1665.

Cheerful unfurnished 3-bedroom south Rosedale apartment in low-rise building with treed view, balcony. Near subway. \$1,250 per month plus electricity, telephone. Call Sylvia Salum, 223-0335 days.

Executive condo for rent. 1-bedroom, furnished. Excellent location for University (5-minute walk), Bay & St. Joseph. Recreational facilities — gym, sauna, pool, whirlpool, table tennis. Parking available. Very reasonable. Contact Margaret, days: 860-7620; evenings: 848-0635.

Cabbagetown. Fully furnished 4-bedroom, 1 and half bathrooms, large new kitchen, 5 appliances, flower garden, off-street parking, TTC, Riverdale park. September or October 1993 — July or August 1994. \$1,500 + utilities. 928-2913.

St. Clair/Christie. Luxury 2-bedroom corner apartment, fully furnished, balcony, parking, splendid view of the city. Available September 1. References required. \$975/month. Phone (613) 828-7649.

September/93, professional couple; 6 months — 1 year; furnished two-bedroom condominium, 2 baths, air-conditioned, parking; Leaside; easy access by car and TTC to downtown, U of T, Sunnybrook Medical Centre, Glendon campus. \$1,800/month + utilities. 425-4741.

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U of T — fully furnished 1-bedroom, open-concept, hardwood floors, fireplace, walk-out deck, 4 appliances. \$1,150/month. September 1. Call 533-0908.

Steps to campus. 398 Huron Street at Sussex. Large studio apartment — September 1 or TBA; 1-bedroom — October 1. Could be totally furnished and equipped

(dishes, bedding, TV, etc). Parking available, cable TV and utilities included. Totally renovated Victorian house. First and last months' rent and references required. Please call 971-6094 or leave a message.

4 bedrooms, 2 baths, deck, pool, 6 appliances, rec room. Close to schools, TTC, shopping, 25 minutes from downtown, quiet. \$1,295 a month plus; references, first/last months' rent required. Faculty only. Contact Sandra, 746-5664.

Bloor/Spadina. Large, furnished, one-bedroom apartment to sublet September-May. Wall-to-wall carpeting, 15th floor, 2 balconies, spectacular view. A 2-minute walk to U of T campus. Non-smoker preferred. \$750 including utilities. Call 920-8752.

Bloor/Spadina furnished apartment. Private entrance, two-level, large one-bedroom, renovated, deck, compact kitchen, bath, laundry, ten-minute walk to U of T, quiet, graduate, professor, non-smoker, street parking, references. \$1,100 inclusive (negotiable). Leave message, 923-9696.

Townhouse; 3-bedroom (large master); off-street parking; mid-August/sooner 'til ?; price negotiable; Dupont/Avenue Rd., 15-minute walk to campus; ideal for visiting prof. w/w/out family; furnished or unfurnished. Leave message: home, 538-9792/work, 326-4462.

Cabbagetown rental. Lovely mews location. Two bedrooms with 4-piece baths. Beautiful third-floor (study or 3rd bedroom). Finished basement room with powder room and laundry. Parking for one. \$1,500 plus utilities. 929-5993.

Yonge/Lawrence, 2-bedroom upper duplex, parking, available September 1, quiet neighbourhood, near subway and Sunnybrook Hospital. \$900 per month. 327-3229.

Oakville: furnished 3-bedroom house, central air, 6 appliances, garage, family room, large garden, basement rec room/study. Good commuting. Pet-/smoke-free. 1st and last months' rent. September 1. \$1,500 + utilities. Irena, 445-6691.

August sublet. Bright, breezy, partially air-conditioned, two-bedroom apartment in well-maintained low-rise. Second bedroom furnished as study. Bathurst/Eglinton area. \$800 including hydro, cable, phone. Non-smokers. References. Call 783-7783 ASAP.

Short- or long-term apartment. Annex. One-bedroom, fully equipped, immaculate, quiet, smoke- & pet-free, 5 appliances. Walk to U of T. Available September. \$1,050. Phone 967-6474.

2-3 bedroom apartment. Backyard, park, washer/dryer. Annex, 2-minute walk to U of T. Great for small family. 531-6043.

College/St. George. Luxury renovated 2-bedroom, main floor, open-concept, hardwood floors, high ceilings, 2 bathrooms, 6 appliances, air, fireplace, deck, parking. \$1,400 + utilities. August 1. References. 581-1247.

Sunny one-bedroom apartment. 5-minute walk from Broadview subway station. Private entrance. \$675 per month inclusive. Call 463-4261.

Walk to campus. Luxury 2-bedroom, 2-bath apartment near Bloor/Yonge. Solarium, washer/dryer, dishwasher, 1,375 sq. ft. Indoor pool, sauna, roof terrace, 24-hour security, parking. Pet welcome. Unfurnished \$1,475, furnished \$1,550. 530-1071.

ACCOMMODATION RENTALS REQUIRED

Southam Fellow from Vancouver needs furnished apartment for herself and partner,

September 1993 to May 1994, within walking distance of U of T. Clean, N/S, quiet. (604) 689-1619 or (604) 662-6845.

Foreign student (Ireland) seeks room in house/house-sitting position. Cheap rent essential. Willing to do housework in return. Walking distance to U of T. Excellent references will be provided on request. Call Nessa @ 323-0859.

ACCOMMODATION SHARED

Within walking distance of U of T. Large furnished study/bedroom in private house, residential area. Shared use of house with owner/editor includes laundry facilities. Installation of own phone line required. Suitable for female faculty member or mature post-graduate student, non-smoker. Available September 1. \$475 monthly. Phone 922-2677.

Annex west. Own bedroom & study in quiet 5-bedroom house. Share with young professor. Non-smoker, no pets. Garden, laundry, hardwood floors. Utilities included, \$450. 537-7257.

Townhouse, Albion/Silverstone, shared with owner, male 56, university professor. 3 bedrooms, dining, living, den, 1 1/2 baths, 5 levels, fully furnished. Seeks single professional for 12 months at \$650 per month inclusive. Send resume with landlords recommendation and your phone to: WWK Owner, Box #614, St. Mary's, Ontario N4X 1B4.

Greenwood/Danforth. Shared use of 3-bedroom house with owner/professor including laundry facility. Suitable for visiting faculty or mature graduate student, non-smoker. Near subway. September 1. Date and furnishing negotiable. \$400/month inclusive. 462-1862.

St. Clair/Oakwood. Room in 3-bedroom house suitable for quiet, tidy, non-smoking, dog-loving, female professional or graduate student. Hardwood floors, laundry, garden, parking. \$525 inclusive. August 1. 978-3450.

Librarian/homeowner to share new 3,000 sq. ft. house with one mature professional non-smoker. Available immediately. Private bathroom, unfurnished (living-room, bedroom and study/office), share laundry, kitchen, breakfast, dining-room, 2-car garage, garden. West Mississauga near Erindale campus, good routes and transportation into Toronto. \$650/month. References required. Evenings 607-7260.

COMMERCIAL SPACE FOR RENT

Office space available in small medical building. Excellent parking facilities. Yonge/Sheppard/Bathurst area. Ideal for psychologist, social worker, psychiatrist, physio or speech therapist, etc. For more information, please call 221-1177.

BED & BREAKFAST

Windsor, Ontario. Bed and Breakfast near U of W. \$45 single, \$50 double. Quiet, antique furnishings, full breakfast. Call (519) 256-3937.

Annex — Bernard/Madison. Elegant English manor, immaculate, quiet reading rooms, smoke- and pet-free. We serve healthy homemade breakfasts, catering to dietary restrictions. Walk to U of T. Parking. \$80 double, \$65 single. Phone 967-6474.

VACATION / LEISURE

Lake Muskoka cottage available mid-August to Thanksgiving. \$550/week. All

basic amenities. After 6 p.m., 783-2680.

Ahmic Lake. Private 3-bedroom cottage on secluded bay, 100 acres woods and trails. Fully equipped, dock, raft, boat, BBQ. Safe for kids, good swimming, fishing, hiking, wildlife. No smoking, no pets. Available August 7-28. \$500/week. 727-1113 or 978-1933.

HOUSES & PROPERTIES FOR SALE

Walmer Road for Sybarites. \$799. Elegant Victorian home impeccably renovated by owner-architect. Totally new interior, high ceilings, hardwood floors, original trims reproduced, custom kitchen, master suite with turreted bedroom and office/library. Spa, sauna, nanny's suite. Barbara Bruce, Rosedale Realty Corporation, 921-1260.

MISCELLANY

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

ACCENT NEED ADJUSTMENT? Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,000 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

THINK SHRINK-WRAP for your framing needs. Posters, prints, photos, maps, charts, kids' art, tea towels. Call 423-9975 for location nearest to you.

Psychologist providing individual, group and couple therapy. Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

Anita Mui Charity Concert. Date: Saturday, October 23, 1993. Time: 8:00 p.m. Place: Varsity Arena. Price: \$38 and up! Call 924-9293 or Cassandra at 496-8640 for tickets.

Anita Mui Charity Gala Dinner. Date: Friday, October 22, 1993. Time: 6:00 p.m. — 1:00 a.m. Place: Westin Harbour Castle, Toronto. Price: \$150 and up! Call 924-9293 or Cassandra at 496-8640 for tickets.

ELECTROLYSIS. Permanent hair removal. Disposable wires. 1/2 hour, \$23; 1 hour, \$40; facials, \$35 (GST included). Introductory offer: pay two, third free. Acne, freckles. European creams, masks. Bay St. Clinic, 1033 Bay Street, Ste. 322. 921-1357.

It doesn't cost a fortune to start making one. Plans start at only \$50 monthly. With Investors Group save in the most tax-wise way. Complimentary financial planning session. Peter Kohl, B.A., M.B.A. 737-9562 ext. 247.

SUBJECTS NEEDED: healthy males and females, age 30-55, needed to serve as controls in stroke study. Pay: \$50 for one 4-hour session. Contact John Galic, Division of Physical Therapy, 256 McCaul Street, 978-5837.

RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

UNIVERSITY OF TORONTO

The self-funded research grant program permits a researcher to receive a research grant in lieu of salary and the grant may be used for all the purposes of a grant-in-aid (except the principal investigator's salary). Those eligible are full- or part-time faculty members or professional librarians. Since the review process and completion of financial arrangements can be lengthy, applications should be submitted to UTRS two months before grant is needed. Next deadline is August 3.

HUMANITIES & SOCIAL SCIENCES FOUNDATION FOR EDUCATIONAL EXCHANGE BETWEEN CANADA AND THE USA

The Canada-United States Fulbright program is designed to enhance Canadian and American studies as well as the study of Canada-US relations at universities in the two countries. The program provides grants to allow Canadian faculty to lecture and/or conduct research, or for PhD or terminal degree students to study or conduct research, at an American university for three to nine months. Further information and application forms are available at the Institute for International Programs at 978-1870. Deadline is September 30.

SOCIAL SCIENCES & HUMANITIES RESEARCH COUNCIL

New research grant and strategic grant guidelines and forms are being developed. These will be available in mid-August. Applications will not be accepted using last year's forms. Research grant application diskette sets distributed last year will not be compatible with the new form and should not be used for submissions to the Oct. 15 deadline.

No further competitions will be held under the joint initiative with the Department of Indian Affairs & Northern Development for research on aboriginal affairs. Researchers are reminded that SSHRC's regular programs of support remain open for research in the field of aboriginal studies. A list of close to 400 projects supported by SSHRC in Canadian research and aboriginal studies is available upon request from SSHRC's communication division.

The science culture in Canada joint initiative with Northern Telecom Canada was developed to examine career choices and the quality of science training literacy in Canada. Multidisciplinary teams including at least one local stakeholder, such as a business or learning institution, can apply for support for one to three years for grants ranging between \$5,000 and \$30,000 per year to conduct research that identifies the key factors influencing students in choosing a career and proposes more effective strategies for encouraging them to enter science studies and research on ways to improve science training in Canada and to increase science literacy among Canadians. Deadline is September 15.

MEDICINE & LIFE SCIENCES

CONNAUGHT LABORATORIES LIMITED *Under the Canadian universities research fund program*, Connaught Laboratories is inviting qualified applicants to submit letters of intent for support of research on vaccines and related immunological topics (other than clinical testing and clinical trials). Details of the program and format for the letter of intent are available from UTRS. The internal deadline for receipt of letters of intent at UTRS is September 15.

FACULTY OF MEDICINE

The continuing medical education office of the Faculty of Medicine is making funds available (up to \$1,500 per recipient) to encourage research projects in education as it pertains to continuing medical education. Proposal forms are available from the faculty's continuing medical education office (978-2970). Grants will be awarded twice a year. Current deadline is August 30.

GAIRDNER FOUNDATION

Faculty are reminded that the deadline for nominations for the 1994 Gairdner Foundation International Awards is September 30. For further information please call the foundation at 493-3101.

ONTARIO MINISTRY OF HEALTH

The ministry has announced that funds available for the 1993-94 health care systems research programs are being committed to major research projects. No funding is available for feasibility

studies. Terms of reference are currently under revision and the ministry will confirm fall/winter deadlines at a later date. Applicants will be provided with at least two months' notice.

PHYSICAL SCIENCES & ENGINEERING CANADIAN ELECTRICAL ASSOCIATION

CEA is inviting contract proposals for research on the following topics: 9215 G 972 — repair and refurbishment of steam turbine blading; database of utility experience; 9230 G 969 — biomass prospects for future electrical generation plants: Canadian perspective; 365 T 970 — audible noise control of transformers; and 384 T 971 — direct embedment of steel poles. Details on each of the topic areas are available from UTRS. For the first two requirements (9215 G 972 and 9230 G 969) the deadline at CEA for receipt of proposals is 4 p.m., September 7. For the last two requirements (365 T 970 and 384 T 971) the deadline at CEA for submission of letters of intent to submit a proposal is July 26 with the detailed proposal due at CEA by 4 p.m., August 26.

CANOLA COUNCIL OF CANADA

The objective of the Canola utilization assistance program is "to provide funding for research that will address the opportunities and constraints for canola products in the world marketplace." The research priorities for 1994 are: increases in both protein and percent oil in canola seed while maintaining or increasing seed yield; improvements in the quality of canola meal; and improvements in the quality of canola oil. Funds are for one year but longer projects may be considered. Further details are available at UTRS. Applications must be postmarked no later than September 15.

NATURAL SCIENCES & ENGINEERING RESEARCH COUNCIL

Researchers in all disciplines who intend to apply for a research grant in the 1994-95 competition must submit advance material to NSERC by Aug. 13. Advance material consists of a completed Form 180 and up to three different reprints, preprints or other publications. New applicants, unsuccessful applicants in the 1993-94 competition, researchers on their last instalment and University

research fellows must submit advance material. Failure to comply with the deadline may adversely affect an applicant's chances of success. Researchers should contact their home department for further information and instructions on the exact material required by NSERC.

Form 100 (personal data) and Form 101 (research grant application) are unchanged and the 1992 version may be used. Form 102 (equipment), Form 106 (conference), Form 160 (infrastructure) and the awards guide have been revised. A supply of all NSERC forms should be received in UTRS by the end of July and distribution to departments will occur in early August. The revised awards guide will not be available until late August.

NSERC has announced the programs postponed last year will be launched in 1994-95. These include the collaborative project grants and the new request for applications option within NSERC's research partnerships programs.

UPCOMING DEADLINES

Alzheimer's Association Inc. (US) — Zenith awards: *August 13.*

American Foundation for AIDS Research/Pediatric AIDS Foundation — research grants (letter of intent), small grants/short-term travel (letter of intent), scholar awards (letter of intent): *August 3.*

Canadian Diabetes Association — research grants: *July 31.*

Canadian Foundation for AIDS Research — research grants: *September 3.*

Cancer Research Institute (US) — clinical research seed grants (phase I and II trials): *September 1.*

Deafness Research Foundation (US) — research grants (renewal): *August 15.*

Dermatology Foundation (US) — clinical cancer development, career development awards; fellowships; research grants; American Society for Dermatologic Surgery grants: *August 1.*

Faculty of Medicine — continuing medical education grants: *August 30.*

Foundation for Education Exchange Between Canada & the USA — Fulbright program: *September 30.*

Gairdner Foundation — 1994 international awards (nominations): *September 30.*

Health & Welfare Canada — NHRDP post-doctoral fellowships, national health research scholarships, national health scientists, visiting scientists: *July 31.*

Heart & Stroke Foundation of Canada — research grants, research scholarships, research in professional education, career investigator: *September 1.*

Hereditary Disease Foundation — research grants: *August 1.*

Leukemia Society of America — short-term science exchange: *August 1.*

London Life — award in medical research (nominations): *September 1.*

March of Dimes (US) — Basil O'Connor starter scholar research award (nominations): *August 31.*

MRC — NIH international research fellowships (full application): *August 1;* clinical trials, workshops/symposia, development (phase 2); university-industry clinical trials: *September 1;*

operating (new), equipment, maintenance (new), MRC scholars, dental clinician-scientist (new); CRS, B.C. Lung jointly sponsored scholarships (full application): *September 15.*

National Institutes of Health — AIDS research grants (new): *September 1.*

National Multiple Sclerosis Society (US) — research grants: *August 1.*

National Strategy for the Integration of Persons with Disabilities — research grants: *September 1.*

Ontario Ministry of Health — Trillium career scientist (nominations): *August 31.*

Physicians' Services Inc. Foundation — research grants: *September 7.*

Proctor & Gamble Company — animal alternatives research: *September 1.*

Damon Runyon/Walter Winchell Cancer Research Fund — fellowships: *August 15.*

The Sugar Association, Inc. (US) — research proposals (letter of intent): *July 31.*

Thyroid Foundation of Canada — research grants: *August 1.*

Whitaker Foundation — preliminary proposals: *September 1.*

Helen Hay Whitney Foundation — post-doctoral fellowships: *August 15.*

PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

WEDNESDAY, JULY 28

Sharon Ann-Marie Chung, Department of Physiology, "Control of the Gastric Migrating Motility Complex (MMC) and Its Coordination with the Small Intestinal MMC." Prof. N.E. Diamant.

David To Sang Law, Department of Biochemistry, "Temporal Pattern of Gene Expression during Sporulation in *Saccharomyces Cerevisiae*." Prof. J.M. Segall.

THURSDAY, JULY 29

Susan Lorraine Campbell-Cholvat, Department of Education, "Effects of Methylphenidate on Right Hemisphere Functioning in ADHD." Prof. J.R. Kershner.

Roberto Castro-Percz, Department of Community Health, "The Meaning of Health and Illness: Social Order and Subjectivity in Ocuituco." Prof. R.F. Badgley.

FRIDAY, JULY 30

Tina Madhulina Dacin, Faculty of Management, "The Impact of Organizational Environments on Institutional Isomorphism." Prof. M.G. Evans.

Margaret Ann Sinex, Centre for Medieval Studies, "Irony in Walter Map's *De Nugis Curialium*." Prof. A.G. Rigg.

FRIDAY, AUGUST 6

Christos Boulias, Department of Biochemistry, "ADP-Ribosylation of Myelin Basic Protein." Prof. M.A. Moscarello.

MONDAY, AUGUST 9

Timothy Edward Burrow, Department of Chemistry, "Bulky Thiolate and Selenolate Complexes of Tungsten and Molybdenum." Prof. R.H. Morris.

Gara Pruesse, Department of Computer Science, "Transposition

Generation of the Basic Words of an Antimatroid." Prof. D.G. Cornil.

WEDNESDAY, AUGUST 11

Luc Jean Beaudoin, Department of Slavic Languages & Literatures, "Evgenij Baratynskij's Narrative Poems and Evgenij Onegin: The Transformation of the Romantic Poem." Profs. R.D.B. Thomson and C.J. Barnes.

Sudhanshu Handa, Department of Economics, "Family Structure, Female Headship and Children's Welfare in Jamaica." Prof. S. Horton.

THURSDAY, AUGUST 12

Annic Huang, Department of Molecular & Medical Genetics, "Molecular Characterization of the Wilms's Tumour Locus on Chromosome 11p13." Prof. B.R.G. Williams.

FRIDAY, AUGUST 13

Jeff Allen Edmonds, Department of Computer Science, "Time-Space Lower Bounds for Undirected and Directed st-connectivity on JAG Models." Prof. F. Fich.

Hisao Tamaki, Department of Computer Science, "Robustness of the Butterfly and Related Networks against Random Faults." Prof. A.B. Borodin.

TUESDAY, AUGUST 17

Michael Francis Olson, Department of Pharmacology, "Genetic Analysis of Signal Transduction in Y1 Adrenocortical Tumour Cells." Prof. B.P. Schimmer.

Wallace John Whistance-Smith, Department of Education, "A Study of the Facilitating Effects of User Interfaces on Diagnostic Expert Systems Based ICAI Usage." Prof. M.A. Levin.

WEDNESDAY, AUGUST 18

Edward Kenneth Brown, Department of Education, "A Pedagogical Role for Conceptual Models in User-Interface Design." Prof. R.S. McLean

Anne Lorene Chambers, Department of History, "Married Women and the Law of Property in 19th-Century Ontario." Prof. A.I. Silver.

Nicole Grace Walton-Allen, Department of Education, "The Effects of Psychological Distress on Parenting by Mothers Who Are Mentally Retarded." Prof. B. Schneider.

THURSDAY, AUGUST 19

Marlene Dytoc, Department of Microbiology, "Signal Transduction Responses to Gastrointestinal Bacterial Pathogens." Prof. P.M. Sherman.

CONGRATULATIONS — AND APOLOGIES

The generation that graduated in the 1950s has mortgaged the future of today's young people

By HENRY JACKMAN

From the convocation address by the Honourable Henry N.R. Jackman, Lieutenant-Governor of Ontario, who was awarded an honorary doctor of laws degree June 15:

WHEN I GRADUATED FROM THE University of Toronto some 40 years ago, I and my classmates, who were embarking on a business career, shared an optimism and belief in the spirit of Canada.

The 1950s were a period of great expectation for Canada. Canadian industry had finally cast aside the pessimism of the depression years of the 1930s. The 50s witnessed the development of our untapped mineral treasures. Canada became a leading producer of uranium, aluminum and iron ore. Oil and gas were discovered in western Canada. The Trans-Canada Highway and pipeline were built, the St. Lawrence Seaway was completed. Never before had our country seen such industrial expansion. Our political leadership was universally respected. Interest rates were low and opportunities for young men and women seemed unlimited.

Looking back more than one generation I am sure that I can be accused of falling heir to what is often said about older people, those who say that in the days of their youth values were clearer and choices simpler. However, in spite of that universal failing, I believe that the circumstances facing the young men and women of today are very different from the circumstances that we faced in the 1950s. For unlike the optimism of those days, a malaise has crept across the land. The nation is beset with stresses. Expectations from those who seek entitlement have far outstripped the capacity of our society to respond. Confidence in our leadership is low and some even question the justification of our continued existence as a country.

In spite of unparalleled increases in both public and private sector debt, new productive investment has not kept pace, unemployment remains high and our competitive position in relation to our neighbours continues to be questioned.

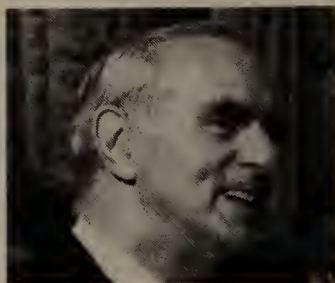
ALTHOUGH IT IS CUSTOMARY IN DEMOCRACIES TO BLAME ALL our problems on governments, I do not believe that business should be let off too lightly. Perhaps as a reaction to the mistakes and excesses of the public sector, business leaders during the 1980s began to seek new economic justifications for their role. Free market or classical economic theory was misinterpreted in order to justify the pursuit of selfish and short-sighted aims at the expense of long-term growth and industrial stability.

We may rightfully criticize the growth in public sector debt, but private corporate debt grew equally apace. The tragedy of course is that too little of this increased debt resulted in any net increase in productive investment. Where are the new factories, the new jobs or the new industries in this country? The vision that motivated the business leaders in the 1950s seems to have been lost. Instead needed resources were used for takeovers, leveraged and managed buy-outs, the building of corporate empires at the expense of the tax system — empires that seem to have no social or economic purpose. In the 1980s it became fashionable to justify this activity by equating 19th-century utilitarianism with 20th-century cupidity and greed. While the business world, or large parts of it, was indulging in an orgy of self-gratification our industrial plants deteriorated, the necessary retooling and restructuring to compete in global markets was neglected, research and development expenditures were postponed and concern for environmental issues ignored.

We seemed to forget that our free-enterprise system can

only survive if it remembers that its historic purpose is not to look after the few but to provide a better living for the entire community, thus making all of us proud of what Canadian enterprise and creativity can accomplish.

It is not my place to discuss what should or should not be done about the mountainous level of public sector debt — others are doing that almost at the very moment I speak. However, it is surely obvious to all that my generation of leadership — by allowing expectations to rise well above our means — has had to



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borrow heavily from the future. This is a debt that must be repaid. The burden of this debt will be your burden. It is therefore difficult for me speaking to you today as a representative of our nation's leadership not in all conscience to confess to you that my generation owes you, the young people of today, an abject apology. We owe you for having to a very real extent mortgaged your future to satisfy our present wants. We owe you for allowing expectations to grow far beyond our power to fulfil them. Your generation will therefore have to work harder and be even more productive simply to pay the interest on our overindulgence.



IT IS TRITE TO HEAR THE EXPRESSION that universities are underfunded. All universities can claim to be underfunded. All municipalities are underfunded. All primary and secondary schools, welfare agencies, day care centres, hospitals, arts organizations can claim to be underfunded. One can argue about priorities, but looking at the sum total of all the competing demands that are being placed on governments relative to resources, it is difficult not to conclude that if anything, governments are *overfunding* rather than underfunding.

If, therefore, governments cannot, much as they would like, realize the expectations of those who claim entitlement, where are the needed funds to come from?

One of the great advantages of being lieutenant-governor of this province is that you constantly are exposed to the best in people. Most of the events that I attend are volunteer-sponsored or volunteer-recognition events and I am continually amazed at the generosity of spirit that characterizes the people of this province. I have witnessed many cases when in the absence of government funding entire communities pitch in to ensure that projects go forward. Real

employment does not come from governments but from individual initiative and commitment.

We pride ourselves that relative to our neighbours south of the border we are a kinder and more generous nation. It is true that our expectations of entitlement from government are higher, but perhaps because of our greater dependence on government, we fall far short of the United States in terms of private philanthropy. Charitable giving in this country is still less than half of the comparable amount in the USA. I am talking here of only the difference between one and two percent of pre-tax profits — an amount that is insignificant to the corporation concerned but of tremendous importance to the potential recipient such as this great university which has honoured me today.

Thus the challenge before those who are dedicated to maintain the excellence of our great public institutions is clear. No matter what method the government may choose to fund post-secondary education in the future, it is abundantly clear that no university, no matter how glorious its history or outstanding its reputation, will maintain its place in the front rank without appealing even more to the generous spirit that lies within us all.

This university has of course already made gigantic strides in tapping the private sector. But if I had to make a prediction, what you have achieved to date is only a beginning.

To the graduating class I say simply this: graduation is a time for celebration mixed with relief that one hurdle in your life has been cleared. It is only natural that your mind will focus on the future beyond these halls and on the lives and careers you have chosen.

Speaking as one who is now 40 years past the time when I sat where you are sitting, I can say that when your working life is all but complete, then in the evening of your memory you will always remember this sacred place. The stimulation of the lecture hall, the cheering from the playing field, the lifelong friends you have made, that moment when a favourite professor suddenly gave you the insight to open up a whole new realm of knowledge to you — whatever your experience, you will realize that this great university is very much a part of you as surely as you are part of this magnificent institution.

So I urge you to think fondly of your alma mater; come back here and visit. Be conscious of the debt you owe it.

Although the challenges before your generation may require a much higher degree of commitment and sacrifice than seen in my day, I am convinced that if you believe in yourselves, then the stresses that seem to be pulling at our country will be overcome and that our future will again be bright.